

|                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Form 5500</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security<br>Administration<br><br>Pension Benefit Guaranty Corporation | <b>Annual Return/Report of Employee Benefit Plan</b><br>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).<br><br><p style="text-align: center;">▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p> | OMB Nos. 1210-0110<br>1210-0089<br><br><div style="text-align: center; font-size: 1.2em; font-weight: bold;">2020</div><br><br><b>This Form is Open to Public Inspection</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part I                                                                                                   | Annual Report Identification Information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>A</b>                                                                                                 | This return/report is for: <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div> <input type="checkbox"/> a multiemployer plan         </div> <div> <input type="checkbox"/> a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)         </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div> <input checked="" type="checkbox"/> a single-employer plan         </div> <div> <input type="checkbox"/> a DFE (specify) ____         </div> </div> |
| <b>B</b>                                                                                                 | This return/report is: <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div> <input type="checkbox"/> the first return/report         </div> <div> <input type="checkbox"/> the final return/report         </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div> <input checked="" type="checkbox"/> an amended return/report         </div> <div> <input type="checkbox"/> a short plan year return/report (less than 12 months)         </div> </div>                                                                                              |
| <b>C</b>                                                                                                 | If the plan is a collectively-bargained plan, check here. . . . . ▶ <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>D</b>                                                                                                 | Check box if filing under: <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div> <input checked="" type="checkbox"/> Form 5558         </div> <div> <input type="checkbox"/> automatic extension         </div> <div> <input type="checkbox"/> the DFVC program         </div> </div> <div style="margin-top: 5px;"> <input type="checkbox"/> special extension (enter description)         </div>                                                                                                                                                                                                |

|           |                                                                                                                                                                                                                                                                                                                                                   |           |                                                           |
|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------------------------------------------------|
| Part II   | Basic Plan Information—enter all requested information                                                                                                                                                                                                                                                                                            |           |                                                           |
| <b>1a</b> | Name of plan<br><u>HUNTER DOUGLAS, INC. EMPLOYEE SAVINGS 401(K) PLAN</u>                                                                                                                                                                                                                                                                          | <b>1b</b> | Three-digit plan number (PN) ▶ <u>004</u>                 |
|           |                                                                                                                                                                                                                                                                                                                                                   | <b>1c</b> | Effective date of plan<br><u>02/01/1990</u>               |
| <b>2a</b> | Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br><u>HUNTER DOUGLAS, INC</u><br><br><u>1 BLUE HILL PLAZA</u><br><u>PEARL RIVER, NY 10965</u> | <b>2b</b> | Employer Identification Number (EIN)<br><u>13-2614416</u> |
|           |                                                                                                                                                                                                                                                                                                                                                   | <b>2c</b> | Plan Sponsor's telephone number<br><u>201-327-8200</u>    |
|           |                                                                                                                                                                                                                                                                                                                                                   | <b>2d</b> | Business code (see instructions)<br><u>339900</u>         |

**Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.**

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

|              |                                                   |            |                                                              |
|--------------|---------------------------------------------------|------------|--------------------------------------------------------------|
| SIGN<br>HERE | Filed with authorized/valid electronic signature. | 10/15/2021 | JODY MUTI                                                    |
|              | Signature of plan administrator                   | Date       | Enter name of individual signing as plan administrator       |
| SIGN<br>HERE | Filed with authorized/valid electronic signature. | 10/15/2021 | JODY MUTI                                                    |
|              | Signature of employer/plan sponsor                | Date       | Enter name of individual signing as employer or plan sponsor |
| SIGN<br>HERE |                                                   |            |                                                              |
|              | Signature of DFE                                  | Date       | Enter name of individual signing as DFE                      |

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2020)  
v. 200204

|                                                                                                                                                                                                                                                                                                                                                                                                                            |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| <b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor                                                                                                                                                                                                                                                                                                                   |  | <b>3b</b> Administrator's EIN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |      |
|                                                                                                                                                                                                                                                                                                                                                                                                                            |  | <b>3c</b> Administrator's telephone number                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |      |
|                                                                                                                                                                                                                                                                                                                                                                                                                            |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      |
| <b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name                                                                                                                                     |  | <b>4b</b> EIN<br><br><b>4d</b> PN                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |      |
| <b>5</b> Total number of participants at the beginning of the plan year                                                                                                                                                                                                                                                                                                                                                    |  | <b>5</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 6570 |
| <b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).                                                                                                                                                                                                                           |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      |
| <b>a(1)</b> Total number of active participants at the beginning of the plan year.....                                                                                                                                                                                                                                                                                                                                     |  | <b>6a(1)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5534 |
| <b>a(2)</b> Total number of active participants at the end of the plan year .....                                                                                                                                                                                                                                                                                                                                          |  | <b>6a(2)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5029 |
| <b>b</b> Retired or separated participants receiving benefits.....                                                                                                                                                                                                                                                                                                                                                         |  | <b>6b</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4    |
| <b>c</b> Other retired or separated participants entitled to future benefits .....                                                                                                                                                                                                                                                                                                                                         |  | <b>6c</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1263 |
| <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....                                                                                                                                                                                                                                                                                                                                                |  | <b>6d</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 6296 |
| <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....                                                                                                                                                                                                                                                                                                                 |  | <b>6e</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 42   |
| <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....                                                                                                                                                                                                                                                                                                                                                                    |  | <b>6f</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 6338 |
| <b>g</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....                                                                                                                                                                                                                                                                            |  | <b>6g</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 5409 |
| <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested .....                                                                                                                                                                                                                                                                                 |  | <b>6h</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 524  |
| <b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....                                                                                                                                                                                                                                                                                        |  | <b>7</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |      |
| <b>8a</b> If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:<br>2E 2G 2J 2K 2F                                                                                                                                                                                                                                             |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      |
| <b>b</b> If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:                                                                                                                                                                                                                                                                |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      |
| <b>9a</b> Plan funding arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor                                                                                                                              |  | <b>9b</b> Plan benefit arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor                                                                                                                                                                                                                |      |
| <b>10</b> Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)                                                                                                                                                                                                                                                          |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      |
| <b>a Pension Schedules</b><br>(1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information)<br><br>(2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary<br><br>(3) <input type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary |  | <b>b General Schedules</b><br>(1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information)<br>(2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan)<br>(3) <input type="checkbox"/> <b>A</b> (Insurance Information)<br>(4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information)<br>(5) <input checked="" type="checkbox"/> <b>D</b> (DFE/Participating Plan Information)<br>(6) <input type="checkbox"/> <b>G</b> (Financial Transaction Schedules) |      |

**Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)**

**11a** If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

**11b** Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

**11c** Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code \_\_\_\_\_

|                                                                                                                                                                                                                     |                                                                                                                                                                                                                        |                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
| <b>SCHEDULE C<br/>(Form 5500)</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security Administration<br><br>Pension Benefit Guaranty Corporation | <b>Service Provider Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br><br>▶ <b>File as an attachment to Form 5500.</b> | OMB No. 1210-0110                              |
|                                                                                                                                                                                                                     |                                                                                                                                                                                                                        | <b>2020</b>                                    |
|                                                                                                                                                                                                                     |                                                                                                                                                                                                                        | <b>This Form is Open to Public Inspection.</b> |

|                                                                                            |                                                             |     |
|--------------------------------------------------------------------------------------------|-------------------------------------------------------------|-----|
| For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020 |                                                             |     |
| <b>A</b> Name of plan<br>HUNTER DOUGLAS, INC. EMPLOYEE SAVINGS 401(K) PLAN                 | <b>B</b> Three-digit plan number (PN) ▶                     | 004 |
|                                                                                            |                                                             |     |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br>HUNTER DOUGLAS, INC       | <b>D</b> Employer Identification Number (EIN)<br>13-2614416 |     |

|               |                                                        |
|---------------|--------------------------------------------------------|
| <b>Part I</b> | <b>Service Provider Information (see instructions)</b> |
|---------------|--------------------------------------------------------|

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

|                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------|
| <b>(b)</b> Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |
| VOYA INSTITUTIONAL PLAN SERVICES                                                                                  |
| 04-3516284                                                                                                        |

|                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------|
| <b>(b)</b> Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |
|-------------------------------------------------------------------------------------------------------------------|

|                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------|
| <b>(b)</b> Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |
|-------------------------------------------------------------------------------------------------------------------|

|                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------|
| <b>(b)</b> Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |
|-------------------------------------------------------------------------------------------------------------------|

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

---

---

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

---

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

VOYA RETIREMENT ADVISORS, LLC.

22-1862786

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 26                     | INVEST ADVISOR                                                                                    | 344830                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

(a) Enter name and EIN or address (see instructions)

MORGAN STANLEY

71-0912527

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 26                     | INVEST ADVISOR                                                                                    | 85156                                                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

(a) Enter name and EIN or address (see instructions)

VOYA INSTITUTIONAL PLAN SERVICES

04-3516284

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 37 99                  | RECORD KEEPER                                                                                     | 77289                                                                  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                                            | 0                                                                                                                                                                               | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                          |

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

BECHER DELLA TORRE GOTTO & CO.

22-2625944

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 26                     | INVEST ADVISOR                                                                                    | 20300                                                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

(a) Enter name and EIN or address (see instructions)

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
|                        |                                                                                                   |                                                                        | Yes <input type="checkbox"/> No <input type="checkbox"/>                                             | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

(a) Enter name and EIN or address (see instructions)

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
|                        |                                                                                                   |                                                                        | Yes <input type="checkbox"/> No <input type="checkbox"/>                                             | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

**Part I Service Provider Information (continued)**

**3.** If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

| (a) Enter service provider name as it appears on line 2             | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
|                                                                     |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                     |                                                                                                                                                                    |                                           |
| (a) Enter service provider name as it appears on line 2             | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|                                                                     |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                     |                                                                                                                                                                    |                                           |
| (a) Enter service provider name as it appears on line 2             | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|                                                                     |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                     |                                                                                                                                                                    |                                           |

**Part II Service Providers Who Fail or Refuse to Provide Information**

**4** Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|--------------------------------------------------------------------------|-------------------------------|-------------------------------------------------------------------------------------|
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |
| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|                                                                          |                               |                                                                                     |

**Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)**  
(complete as many entries as needed)

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p style="text-align: center;"><b>SCHEDULE D</b><br/><b>(Form 5500)</b></p> <p style="text-align: center; font-size: small;">Department of the Treasury<br/>Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor<br/>Employee Benefits Security Administration</p> | <p style="text-align: center;"><b>DFE/Participating Plan Information</b></p> <p style="text-align: center; font-size: small;">This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p style="text-align: center; font-weight: bold;">▶ File as an attachment to Form 5500.</p> | <p style="text-align: center; font-size: small;">OMB No. 1210-0110</p> <hr/> <p style="text-align: center; font-size: large; font-weight: bold;">2020</p> <hr/> <p style="text-align: center; font-size: small;">This Form is Open to Public Inspection.</p> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

|                                                                                   |                                         |            |
|-----------------------------------------------------------------------------------|-----------------------------------------|------------|
| <b>A</b> Name of plan<br><u>HUNTER DOUGLAS, INC. EMPLOYEE SAVINGS 401(K) PLAN</u> | <b>B</b> Three-digit plan number (PN) ▶ | <u>004</u> |
|-----------------------------------------------------------------------------------|-----------------------------------------|------------|

|                                                                                                    |                                                                    |
|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| <b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500<br><u>HUNTER DOUGLAS, INC</u> | <b>D</b> Employer Identification Number (EIN)<br><u>13-2614416</u> |
|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|

|               |                                                                                                                                                                                  |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Part I</b> | <b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b><br>(Complete as many entries as needed to report all interests in DFEs) |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: SSGA TARGET RETIREMENT 2015 FUND

**b** Name of sponsor of entity listed in (a): SSGA

|                                       |                               |                                                                                                              |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>90-0337987-313</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u> |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: SSGA TARGET RETIREMENT 2025 FUND

**b** Name of sponsor of entity listed in (a): SSGA

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>90-0337987-315</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>21060885</u> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: SSGA TARGET RETIREMENT 2035 FUND

**b** Name of sponsor of entity listed in (a): SSGA

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>90-0337987-317</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>19678041</u> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: SSGA TARGET RETIREMENT 2045 FUND

**b** Name of sponsor of entity listed in (a): SSGA

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>90-0337987-319</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>10095087</u> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: SSGA TARGET RETIREMENT INCOME FUND

**b** Name of sponsor of entity listed in (a): SSGA

|                                       |                               |                                                                                                                    |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>90-0337987-326</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>9670555</u> |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: SSGA TARGET RETIREMENT 2060 FUND

**b** Name of sponsor of entity listed in (a): SSGA

|                                       |                               |                                                                                                                    |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>90-0337987-454</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1969280</u> |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: SSGA TARGET RETIREMENT 2020 FUND

**b** Name of sponsor of entity listed in (a): SSGA

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <u>90-0337987-314</u> | <b>d</b> Entity code <u>C</u> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>13181303</u> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **SSGA TARGET RETIREMENT 2030 FUND**

**b** Name of sponsor of entity listed in (a): **SSGA**

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>90-0337987-316</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>24273520</b> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **SSGA TARGET RETIREMENT 2040 FUND**

**b** Name of sponsor of entity listed in (a): **SSGA**

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>90-0337987-318</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>17206554</b> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **SSGA TARGET RETIREMENT 2050 FUND**

**b** Name of sponsor of entity listed in (a): **SSGA**

|                                       |                               |                                                                                                                    |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>90-0337987-320</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>7078567</b> |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **WELLS FARGO STABLE RETURN**

**b** Name of sponsor of entity listed in (a): **WELLS FARGO**

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>52-2250959-001</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>12187827</b> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **RIVERSOURCE STABLE CAPITAL FUND**

**b** Name of sponsor of entity listed in (a): **RIVERSOURCE**

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>41-0007957-058</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>12187827</b> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **PUTNAM STABLE VALUE FUND**

**b** Name of sponsor of entity listed in (a): **PUTNAM**

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>04-3159710-202</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>12187827</b> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **NEW YORK LIFE INS CO ANCHOR ACCT**

**b** Name of sponsor of entity listed in (a): **NEW YORK LIFE INS CO**

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>13-5582869-001</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>12187827</b> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **BNY MELLON US STOCK INDEX FUND**

**b** Name of sponsor of entity listed in (a): **BNY MELLON US**

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>25-6078903-226</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>53956087</b> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **BNY MELLON US MID CAP INDEX FUND**

**b** Name of sponsor of entity listed in (a): **BNY MELLON US**

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>25-6078903-237</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>22422977</b> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **BNY MELLON US SMALL CAP INDEX FUND**

**b** Name of sponsor of entity listed in (a): **BNY MELLON US**

|                                       |                               |                                                                                                                    |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>25-6078903-234</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>4311734</b> |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **SSGA TARGET RETIREMENT 2055 FUND****b** Name of sponsor of entity listed in (a): **SSGA**

|                                       |                               |                                                                                                                    |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>90-0337987-325</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>4781649</b> |
|---------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **SSGA TARGET RETIREMENT 2065 FUND****b** Name of sponsor of entity listed in (a): **SSGA**

|                                       |                               |                                                                                                                  |
|---------------------------------------|-------------------------------|------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>90-0337987-049</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>40393</b> |
|---------------------------------------|-------------------------------|------------------------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):

|                 |                      |                                                                                                     |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN | <b>d</b> Entity code | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|-----------------------------------------------------------------------------------------------------|

**Part II Information on Participating Plans (to be completed by DFEs)**

(Complete as many entries as needed to report all participating plans)

**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN

|                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                              |                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| <b>SCHEDULE H</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Financial Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).<br><br><b>► File as an attachment to Form 5500.</b> | <small>OMB No. 1210-0110</small><br><br><b>2020</b><br><br><b>This Form is Open to Public Inspection</b> |
| For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>                                                                                                                                                                 |                                                                                                                                                                                                                                                                              |                                                                                                          |
| <b>A</b> Name of plan<br><u>HUNTER DOUGLAS, INC. EMPLOYEE SAVINGS 401(K) PLAN</u>                                                                                                                                                                                        | <b>B</b> Three-digit plan number (PN) <span style="float: right;">►</span>                                                                                                                                                                                                   | <u>004</u>                                                                                               |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><u>HUNTER DOUGLAS, INC</u>                                                                                                                                                                              | <b>D</b> Employer Identification Number (EIN)<br><u>13-2614416</u>                                                                                                                                                                                                           |                                                                                                          |

| Part I                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Asset and Liability Statement |                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-----------------------------------------------------|
| <b>1</b> Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. <b>Round off amounts to the nearest dollar.</b> MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions. |                               |                                                     |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>Assets</b>                 | <b>(a)</b> Beginning of Year <b>(b)</b> End of Year |
| <b>a</b> Total noninterest-bearing cash.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>1a</b>                     |                                                     |
| <b>b</b> Receivables (less allowance for doubtful accounts):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                               |                                                     |
| <b>(1)</b> Employer contributions .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1b(1)</b>                  | 4503610                                             |
| <b>(2)</b> Participant contributions.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>1b(2)</b>                  | 310535                                              |
| <b>(3)</b> Other .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>1b(3)</b>                  |                                                     |
| <b>c</b> General investments:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                               |                                                     |
| <b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>1c(1)</b>                  |                                                     |
| <b>(2)</b> U.S. Government securities .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>1c(2)</b>                  |                                                     |
| <b>(3)</b> Corporate debt instruments (other than employer securities):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                               |                                                     |
| <b>(A)</b> Preferred .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(3)(A)</b>               |                                                     |
| <b>(B)</b> All other .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(3)(B)</b>               |                                                     |
| <b>(4)</b> Corporate stocks (other than employer securities):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                               |                                                     |
| <b>(A)</b> Preferred .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(4)(A)</b>               |                                                     |
| <b>(B)</b> Common .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1c(4)(B)</b>               |                                                     |
| <b>(5)</b> Partnership/joint venture interests .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>1c(5)</b>                  |                                                     |
| <b>(6)</b> Real estate (other than employer real property) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>1c(6)</b>                  |                                                     |
| <b>(7)</b> Loans (other than to participants) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>1c(7)</b>                  |                                                     |
| <b>(8)</b> Participant loans .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>1c(8)</b>                  | 7787889      6976154                                |
| <b>(9)</b> Value of interest in common/collective trusts .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>1c(9)</b>                  | 226985635      258477941                            |
| <b>(10)</b> Value of interest in pooled separate accounts .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>1c(10)</b>                 |                                                     |
| <b>(11)</b> Value of interest in master trust investment accounts .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1c(11)</b>                 |                                                     |
| <b>(12)</b> Value of interest in 103-12 investment entities .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>1c(12)</b>                 |                                                     |
| <b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>1c(13)</b>                 | 176371777      203786294                            |
| <b>(14)</b> Value of funds held in insurance company general account (unallocated contracts).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>1c(14)</b>                 |                                                     |
| <b>(15)</b> Other.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>1c(15)</b>                 | 3067750      4400723                                |

|                                                                      |              | (a) Beginning of Year | (b) End of Year |
|----------------------------------------------------------------------|--------------|-----------------------|-----------------|
| <b>1d</b> Employer-related investments:                              |              |                       |                 |
| (1) Employer securities.....                                         | <b>1d(1)</b> |                       |                 |
| (2) Employer real property.....                                      | <b>1d(2)</b> |                       |                 |
| <b>e</b> Buildings and other property used in plan operation .....   | <b>1e</b>    |                       |                 |
| <b>f</b> Total assets (add all amounts in lines 1a through 1e) ..... | <b>1f</b>    | 419027196             | 473641112       |

**Liabilities**

|                                                                           |           |   |   |
|---------------------------------------------------------------------------|-----------|---|---|
| <b>g</b> Benefit claims payable .....                                     | <b>1g</b> |   |   |
| <b>h</b> Operating payables .....                                         | <b>1h</b> |   |   |
| <b>i</b> Acquisition indebtedness.....                                    | <b>1i</b> |   |   |
| <b>j</b> Other liabilities.....                                           | <b>1j</b> |   |   |
| <b>k</b> Total liabilities (add all amounts in lines 1g through 1j) ..... | <b>1k</b> | 0 | 0 |

**Net Assets**

|                                                           |           |           |           |
|-----------------------------------------------------------|-----------|-----------|-----------|
| <b>l</b> Net assets (subtract line 1k from line 1f) ..... | <b>1l</b> | 419027196 | 473641112 |
|-----------------------------------------------------------|-----------|-----------|-----------|

**Part II Income and Expense Statement**

**2** Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

**Income**

|                                                                                              |                 | (a) Amount | (b) Total |
|----------------------------------------------------------------------------------------------|-----------------|------------|-----------|
| <b>a</b> Contributions:                                                                      |                 |            |           |
| (1) Received or receivable in cash from: (A) Employers .....                                 | <b>2a(1)(A)</b> | 5742895    |           |
| (B) Participants .....                                                                       | <b>2a(1)(B)</b> | 18480222   |           |
| (C) Others (including rollovers).....                                                        | <b>2a(1)(C)</b> | 13207477   |           |
| (2) Noncash contributions .....                                                              | <b>2a(2)</b>    |            | 37430594  |
| (3) Total contributions. Add lines <b>2a(1)(A)</b> , (B), (C), and line <b>2a(2)</b> .....   | <b>2a(3)</b>    |            |           |
| <b>b</b> Earnings on investments:                                                            |                 |            |           |
| (1) Interest:                                                                                |                 |            |           |
| (A) Interest-bearing cash (including money market accounts and certificates of deposit)..... | <b>2b(1)(A)</b> |            |           |
| (B) U.S. Government securities .....                                                         | <b>2b(1)(B)</b> |            |           |
| (C) Corporate debt instruments .....                                                         | <b>2b(1)(C)</b> |            |           |
| (D) Loans (other than to participants) .....                                                 | <b>2b(1)(D)</b> |            |           |
| (E) Participant loans.....                                                                   | <b>2b(1)(E)</b> | 335377     |           |
| (F) Other .....                                                                              | <b>2b(1)(F)</b> |            |           |
| (G) Total interest. Add lines <b>2b(1)(A)</b> through (F).....                               | <b>2b(1)(G)</b> |            | 335377    |
| (2) Dividends: (A) Preferred stock.....                                                      | <b>2b(2)(A)</b> |            | 12002524  |
| (B) Common stock .....                                                                       | <b>2b(2)(B)</b> |            |           |
| (C) Registered investment company shares (e.g. mutual funds).....                            | <b>2b(2)(C)</b> | 12002524   |           |
| (D) Total dividends. Add lines <b>2b(2)(A)</b> , (B), and (C) .....                          | <b>2b(2)(D)</b> |            | 12002524  |
| (3) Rents .....                                                                              | <b>2b(3)</b>    |            |           |
| (4) Net gain (loss) on sale of assets: (A) Aggregate proceeds .....                          | <b>2b(4)(A)</b> |            | 0         |
| (B) Aggregate carrying amount (see instructions).....                                        | <b>2b(4)(B)</b> |            |           |
| (C) Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result .....           | <b>2b(4)(C)</b> |            |           |
| (5) Unrealized appreciation (depreciation) of assets: (A) Real estate .....                  | <b>2b(5)(A)</b> |            | 0         |
| (B) Other .....                                                                              | <b>2b(5)(B)</b> |            |           |
| (C) Total unrealized appreciation of assets.<br>Add lines <b>2b(5)(A)</b> and (B) .....      | <b>2b(5)(C)</b> |            |           |

|                                                                                                 |        | (a) Amount | (b) Total |
|-------------------------------------------------------------------------------------------------|--------|------------|-----------|
| (6) Net investment gain (loss) from common/collective trusts.....                               | 2b(6)  |            | 30108738  |
| (7) Net investment gain (loss) from pooled separate accounts.....                               | 2b(7)  |            |           |
| (8) Net investment gain (loss) from master trust investment accounts .....                      | 2b(8)  |            |           |
| (9) Net investment gain (loss) from 103-12 investment entities .....                            | 2b(9)  |            |           |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) ..... | 2b(10) |            | 18288894  |
| c Other income .....                                                                            | 2c     |            | 1580599   |
| d Total income. Add all <b>income</b> amounts in column (b) and enter total.....                | 2d     |            | 99746726  |

**Expenses**

|                                                                                     |       |          |          |
|-------------------------------------------------------------------------------------|-------|----------|----------|
| e Benefit payment and payments to provide benefits:                                 |       |          |          |
| (1) Directly to participants or beneficiaries, including direct rollovers.....      | 2e(1) | 44194661 |          |
| (2) To insurance carriers for the provision of benefits .....                       | 2e(2) |          |          |
| (3) Other.....                                                                      | 2e(3) |          |          |
| (4) Total benefit payments. Add lines 2e(1) through (3) .....                       | 2e(4) |          | 44194661 |
| f Corrective distributions (see instructions) .....                                 | 2f    |          |          |
| g Certain deemed distributions of participant loans (see instructions).....         | 2g    |          | 32007    |
| h Interest expense.....                                                             | 2h    |          |          |
| i Administrative expenses: (1) Professional fees .....                              | 2i(1) |          |          |
| (2) Contract administrator fees .....                                               | 2i(2) |          |          |
| (3) Investment advisory and management fees .....                                   | 2i(3) |          |          |
| (4) Other.....                                                                      | 2i(4) | 906142   |          |
| (5) Total administrative expenses. Add lines 2i(1) through (4) .....                | 2i(5) |          | 906142   |
| j Total expenses. Add all <b>expense</b> amounts in column (b) and enter total..... | 2j    |          | 45132810 |

**Net Income and Reconciliation**

|                                                          |       |  |          |
|----------------------------------------------------------|-------|--|----------|
| k Net income (loss). Subtract line 2j from line 2d ..... | 2k    |  | 54613916 |
| l Transfers of assets:                                   |       |  |          |
| (1) To this plan.....                                    | 2l(1) |  |          |
| (2) From this plan .....                                 | 2l(2) |  |          |

**Part III Accountant's Opinion**

**3** Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

**a** The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☐ Unmodified (2) ☐ Qualified (3) ☒ Disclaimer (4) ☐ Adverse

**b** Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

**c** Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: BDG-CPAS

(2) EIN: 22-2625944

**d** The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

**Part IV Compliance Questions**

**4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

**a** Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.) .....

|    | Yes | No | Amount |
|----|-----|----|--------|
| 4a |     | X  |        |

|                                                                                                                                                                                                                                                                                                                  | Yes | No | Amount   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|----------|
| <b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) ..... |     |    |          |
| <b>4b</b>                                                                                                                                                                                                                                                                                                        |     | X  |          |
| <b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) .....                                                                                                                             |     |    |          |
| <b>4c</b>                                                                                                                                                                                                                                                                                                        |     | X  |          |
| <b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) .....                                                                                                                  |     |    |          |
| <b>4d</b>                                                                                                                                                                                                                                                                                                        |     | X  |          |
| <b>e</b> Was this plan covered by a fidelity bond? .....                                                                                                                                                                                                                                                         | X   |    | 10000000 |
| <b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....                                                                                                                                                                          |     | X  |          |
| <b>4f</b>                                                                                                                                                                                                                                                                                                        |     | X  |          |
| <b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? .....                                                                                                                                       |     |    |          |
| <b>4g</b>                                                                                                                                                                                                                                                                                                        |     | X  |          |
| <b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? .....                                                                                                                             |     |    |          |
| <b>4h</b>                                                                                                                                                                                                                                                                                                        |     | X  |          |
| <b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) .....                                                                                                                                                   | X   |    |          |
| <b>4i</b>                                                                                                                                                                                                                                                                                                        | X   |    |          |
| <b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) .....                                                                                     |     |    |          |
| <b>4j</b>                                                                                                                                                                                                                                                                                                        |     | X  |          |
| <b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? .....                                                                                                                                              |     |    |          |
| <b>4k</b>                                                                                                                                                                                                                                                                                                        |     | X  |          |
| <b>l</b> Has the plan failed to provide any benefit when due under the plan? .....                                                                                                                                                                                                                               |     |    |          |
| <b>4l</b>                                                                                                                                                                                                                                                                                                        |     | X  |          |
| <b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....                                                                                                                                                                                     |     |    |          |
| <b>4m</b>                                                                                                                                                                                                                                                                                                        |     | X  |          |
| <b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. ....                                                                                                                         |     |    |          |
| <b>4n</b>                                                                                                                                                                                                                                                                                                        |     |    |          |

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ..... ☐ Yes ☒ No  
If "Yes," enter the amount of any plan assets that reverted to the employer this year \_\_\_\_\_.

**5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

| 5b(1) Name of plan(s) | 5b(2) EIN(s) | 5b(3) PN(s) |
|-----------------------|--------------|-------------|
|                       |              |             |
|                       |              |             |
|                       |              |             |
|                       |              |             |

**5c** Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... ☐ Yes ☐ No ☐ Not determined  
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year \_\_\_\_\_.

|                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                             |                                                                                            |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| <b>SCHEDULE R</b><br><b>(Form 5500)</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security Administration<br><br>Pension Benefit Guaranty Corporation | <b>Retirement Plan Information</b><br><br>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).<br><br>▶ <b>File as an attachment to Form 5500.</b> | OMB No. 1210-0110<br><br><b>2020</b><br><br><b>This Form is Open to Public Inspection.</b> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

|                                                                                             |                                                                    |
|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| <b>A</b> Name of plan<br><u>HUNTER DOUGLAS, INC. EMPLOYEE SAVINGS 401(K) PLAN</u>           | <b>B</b> Three-digit plan number (PN) ▶<br><u>004</u>              |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><u>HUNTER DOUGLAS, INC</u> | <b>D</b> Employer Identification Number (EIN)<br><u>13-2614416</u> |

|               |                      |
|---------------|----------------------|
| <b>Part I</b> | <b>Distributions</b> |
|---------------|----------------------|

All references to distributions relate only to payments of benefits during the plan year.

|                                                                                                                                                                                                                                                                    |          |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--|
| <b>1</b> Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....                                                                                                                              | <b>1</b> |  |
| <b>2</b> Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):<br><br>EIN(s): <u>04-3581074</u> |          |  |
| Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.                                                                                                                                                                                                   |          |  |
| <b>3</b> Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....                                                                                                                                   | <b>3</b> |  |

|                |                                                                                                                                                                               |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Part II</b> | <b>Funding Information</b> (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.) |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                                                                                                                                                                                                                                                                                    |                              |                             |                              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|------------------------------|
| <b>4</b> Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .....                                                                                                                                                                                                                                               | <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> N/A |
| If the plan is a defined benefit plan, go to line 8.                                                                                                                                                                                                                                                                                                               |                              |                             |                              |
| <b>5</b> If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. <b>Date:</b> Month _____ Day _____ Year _____<br>If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule. |                              |                             |                              |
| <b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....                                                                                                                                                                                                                     | <b>6a</b>                    |                             |                              |
| <b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....                                                                                                                                                                                                                                                                         | <b>6b</b>                    |                             |                              |
| <b>c</b> Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....                                                                                                                                                                                                                    | <b>6c</b>                    |                             |                              |
| If you completed line 6c, skip lines 8 and 9.                                                                                                                                                                                                                                                                                                                      |                              |                             |                              |
| <b>7</b> Will the minimum funding amount reported on line 6c be met by the funding deadline? .....                                                                                                                                                                                                                                                                 | <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> N/A |
| <b>8</b> If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? .....                                                                                        | <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> N/A |

|                 |                   |
|-----------------|-------------------|
| <b>Part III</b> | <b>Amendments</b> |
|-----------------|-------------------|

|                                                                                                                                                                                                                            |                                   |                                   |                               |                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------------------------------|-------------------------------|-----------------------------|
| <b>9</b> If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... | <input type="checkbox"/> Increase | <input type="checkbox"/> Decrease | <input type="checkbox"/> Both | <input type="checkbox"/> No |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------------------------------|-------------------------------|-----------------------------|

|                |                                                                                                                                                   |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Part IV</b> | <b>ESOPs</b> (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part. |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                                                                                                              |                              |                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------|
| <b>10</b> Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? .....                                                      | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| <b>11 a</b> Does the ESOP hold any preferred stock? .....                                                                                                                                    | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| <b>b</b> If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| <b>12</b> Does the ESOP hold any stock that is not readily tradable on an established securities market? .....                                                                               | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2020  
v. 200204

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

**13** Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

**a** Name of contributing employer

**b** EIN

**c** Dollar amount contributed by employer

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): \_\_\_\_\_

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

**a** The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

**14a**

**b** The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

**14b**

**c** The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

**14c**

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

**a** The corresponding number for the plan year immediately preceding the current plan year.....

**15a**

**b** The corresponding number for the second preceding plan year.....

**15b**

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

**a** Enter the number of employers who withdrew during the preceding plan year.....

**16a**

**b** If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

**16b**

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. .... ☐

**Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans**

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

**a** Enter the percentage of plan assets held as:

Stock: \_\_\_\_\_% Investment-Grade Debt: \_\_\_\_\_% High-Yield Debt: \_\_\_\_\_% Real Estate: \_\_\_\_\_% Other: \_\_\_\_\_%

**b** Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

**c** What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): \_\_\_\_\_

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

**a** Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

**b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation \_\_\_\_\_

**HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN**

**FINANCIAL STATEMENTS  
and  
SUPPLEMENTAL SCHEDULE**

**DECEMBER 31, 2020 and 2019**

**(With Independent Auditor's Report Thereon)**

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Index of  
Financial Statements and Supplemental Schedule

|                                                                                                              | <u>Page(s)</u> |
|--------------------------------------------------------------------------------------------------------------|----------------|
| Independent Auditor's Report                                                                                 | 2-3            |
| Statements of Net Assets Available for Benefits<br>at December 31, 2020 and 2019                             | 4              |
| Statements of Changes in Net Assets Available for Benefits<br>for the years ended December 31, 2020 and 2019 | 5              |
| Notes to Financial Statements                                                                                | 6 - 17         |
| Supplemental Schedule:                                                                                       |                |
| Schedule H, Line 4i - Schedule of Assets (Held at End of Year)                                               | 18             |



76 North Walnut Street  
Ridgewood, New Jersey 07450  
201-652-4040  
fax: 201-652-0401  
www.bdgcpa.com

## **Independent Auditor's Report**

To the Plan Administrator of  
Hunter Douglas Inc. Employee Savings 401(k) Plan  
Pearl River, New York

### **Report on the Financial Statements**

We were engaged to audit the accompanying financial statements of the Hunter Douglas Inc. Employee Savings 401(k) Plan (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

### ***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### ***Auditor's Responsibility***

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

### ***Basis for Disclaimer of Opinion***

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 4, which was certified by Voya Institutional Trust Company, the trustee of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of and for the years ended December 31, 2020 and 2019, that the information provided to the plan administrator by the trustee is complete and accurate.

### ***Disclaimer of Opinion***

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

### ***Other Matter – Supplemental Schedule***

The supplemental schedule, Schedule of Assets (Held at End of Year) as of December 31, 2020, is required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on this supplemental schedule.

### **Report on Form and Content in Compliance With DOL Rules and Regulations**

The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.



Ridgewood, NJ  
October 13, 2021

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Statements of Net Assets Available For Benefits  
December 31,

|                                       | <u>2020</u>                      | <u>2019</u>                      |
|---------------------------------------|----------------------------------|----------------------------------|
| <b>Assets</b>                         |                                  |                                  |
| Investments, at fair value            | \$ 466,664,958                   | \$ 406,425,162                   |
| Receivables:                          |                                  |                                  |
| Participant contributions             | 267,822                          | 310,535                          |
| Employer contributions                | 1,312,895                        | 4,503,610                        |
| Notes receivable from participants    | 7,070,385                        | 7,861,427                        |
| Total receivables                     | <u>8,651,102</u>                 | <u>12,675,572</u>                |
| <br>Total assets                      | <br><u>475,316,060</u>           | <br><u>419,100,734</u>           |
| <b>Liabilities</b>                    |                                  |                                  |
| Excess contributions payable          | <u>587,087</u>                   | <u>-</u>                         |
| Total liabilities                     | <u>587,087</u>                   | <u>-</u>                         |
| <br>Net assets available for benefits | <br><u><u>\$ 474,728,973</u></u> | <br><u><u>\$ 419,100,734</u></u> |

The accompanying notes are an integral part of the financial statements.

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Statements of Changes in Net Assets Available for Benefits  
For the years ended December 31,

|                                                         | <u>2020</u>           | <u>2019</u>           |
|---------------------------------------------------------|-----------------------|-----------------------|
| Additions to net assets attributed to:                  |                       |                       |
| Investment income:                                      |                       |                       |
| Net appreciation in fair value of investments           | \$ 49,574,044         | \$ 58,839,505         |
| Interest and dividends                                  | <u>12,002,524</u>     | <u>12,115,823</u>     |
| Total investment income                                 | <u>61,576,568</u>     | <u>70,955,328</u>     |
| Interest income on notes receivable from participants   | <u>317,429</u>        | <u>354,456</u>        |
| Other income (Note 9)                                   | <u>378,568</u>        | <u>148,677</u>        |
| Contributions:                                          |                       |                       |
| Participant                                             | 18,160,957            | 19,264,380            |
| Employer                                                | 7,055,790             | 18,083,061            |
| Rollover                                                | <u>13,207,477</u>     | <u>2,475,517</u>      |
| Total contributions                                     | <u>38,424,224</u>     | <u>39,822,958</u>     |
| Total additions to net assets                           | <u>100,696,789</u>    | <u>111,281,419</u>    |
| Deductions from net assets attributed to:               |                       |                       |
| Benefits paid to participants                           | 44,162,408            | 34,651,836            |
| Administrative expenses                                 | <u>906,142</u>        | <u>392,247</u>        |
| Total deductions from net assets                        | <u>45,068,550</u>     | <u>35,044,083</u>     |
| Net increase                                            | 55,628,239            | 76,237,336            |
| Net assets transferred out of Plan                      | -                     | (81,475)              |
| Net assets available for benefits,<br>beginning of year | <u>419,100,734</u>    | <u>342,944,873</u>    |
| Net assets available for benefits,<br>end of year       | <u>\$ 474,728,973</u> | <u>\$ 419,100,734</u> |

The accompanying notes are an integral part of the financial statements.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 1 – Plan Description**

The following description of the Hunter Douglas Inc. Employee Savings 401(k) Plan (the “Plan”) provides general information only. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General: The Plan is a defined contribution 401(k) Savings Plan covering substantially all employees of Hunter Douglas Inc. (the “Company” and “Plan Sponsor”). Effective January 1, 2017, the Plan was amended and restated to incorporate all plan amendments, as well as to eliminate the six month of service requirement for eligibility. Prior to January 1, 2017, participants were required to complete 1,000 hours of service in a Plan year or six months after the date of hire in order to be eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). The Company’s Board of Directors is responsible for oversight of the Plan. The Investment Committee determines the appropriateness of the Plan’s investment offerings, monitors investment performance, and reports to the Company’s Board of Directors.

Participant Contributions: Participant contributions are made on a before-tax or a Roth 401(k) after-tax basis. Participants may elect to contribute from 1% to 50% of their compensation through before-tax or Roth 401(k) after-tax contributions, subject to Plan limits and the dollar deferral and non-discrimination limitations as prescribed by the Internal Revenue Code. In 2020 and 2019, these contributions could not exceed \$19,500 and \$19,000, respectively. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. In 2020 and 2019, catch-up contributions could not exceed \$6,500 and \$6,000, respectively. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

Employer Contributions: Effective January 1, 2013, the Company amended the Plan to make it a “Safe Harbor” 401(k) Plan. Accordingly, the Company makes a contribution equal to 100% of the first 6% of base compensation that a participant contributes to the Plan on either a before-tax basis or a Roth 401(k) after-tax basis (“Safe Harbor Matching Contributions”). Safe Harbor Matching Contributions are added to a participant’s account each time a participant makes a contribution into the Plan.

During May 2020, the Company suspended Safe Harbor Matching Contributions for payroll periods beginning after May 18, 2020.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 1 – Plan Description (continued)**

Effective November 1, 2020, the Company amended the Plan to make a contribution to the Plan on behalf of each Participant who made salary savings contributions during November 2020 and December 2020, in an amount equal to 100% of the first 6% of the Participant's compensation contributed by a Participant as the Participant's salary savings contribution ("Matching Contribution"). At the end of the 2020 Plan year, the Company shall make an additional contribution, if necessary, equal to the amount of the difference, if any, between (i) the amounts allocated to the Participant as Safe Harbor Matching Contributions prior to payroll periods beginning after May 18, 2020 plus the Matching Contribution allocated to the Participant for November 2020 and December 2020 discussed above and (ii) 100% of the Participant's salary savings contribution up to 6% of compensation for the Plan year.

Effective January 1, 2021, the Company reinstated the Safe Harbor Matching Contributions.

In addition, effective January 1, 2013, the Company amended the Plan to add Company profit-sharing contributions ("Company Retirement Contributions"). Accordingly, effective January 1, 2013, the Company contributes 1.50% of an eligible participant's compensation (or such other amount as may be determined by the Board of Directors in its discretion) to a participant's account on an annual basis, following the end of each calendar year. During May 2020, the Company suspended Company Retirement Contributions for the Plan year ended December 31, 2020. During March 2020, the Company made Company Retirement Contributions in the amount of \$4,235,919 for the Plan year ended December 31, 2019.

Participants' Accounts: Each participant's account is credited with the participant's salary savings contributions and Company matching contributions, as well as allocations of Company Retirement Contributions and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are always 100% vested in their before-tax and Roth 401(k) after-tax contributions, any rollover amounts, the Safe Harbor Matching Contributions, and any investment earnings on those contributions.

Once a participant has completed five years of service with the Company, the participant will also be fully vested in the value of the Participant's Company matching contributions made prior to January 1, 2013, prior profit sharing contributions, and Company Retirement Contributions and their earnings. A participant receives credit for one year of service for every plan year in which the participant completes at least 1,000 hours of service.

If a participant has less than five years of service, the participant may be partially vested in the value of any Company contributions and their earnings according to the following schedule:

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 1 – Plan Description (continued)**

| <u>Years of Service</u> | <u>Vested % of Pre-2013 Company<br/>Matching Contributions and<br/>Company Retirement Plan Contributions</u> |
|-------------------------|--------------------------------------------------------------------------------------------------------------|
| Less than 1 year        | 0%                                                                                                           |
| 1 but less than 2       | 20%                                                                                                          |
| 2 but less than 3       | 40%                                                                                                          |
| 3 but less than 4       | 60%                                                                                                          |
| 4 but less than 5       | 80%                                                                                                          |
| 5 or more               | 100%                                                                                                         |

Upon termination of employment, the non-vested portion, if any, of a participant's Company matching contribution account shall be forfeited as the employee takes distribution of the vested portion. Forfeited balances of terminated participants' non-vested accounts are used to reduce future Company Retirement Contributions. In 2021, forfeitures of \$0 were used to offset Company Retirement Contributions designated as 2020 contributions. In 2020, forfeitures of \$1,244,000 were used to offset Company Retirement Contributions designated as 2019 contributions. At December 31, 2020 and 2019, there were \$339,585 and \$1,207,494, respectively, of forfeitures available to reduce future employer contributions or to offset administrative expenses.

Payment of Benefits: On termination of service due to death, disability, retirement, or other reasons, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, or installment distributions.

Notes Receivable From Participants: Participants may borrow from their accounts a minimum of \$500 up to a maximum of \$50,000 or 50% of their vested account balance, whichever is less. The term of the loans ranges from one to five years. However, if the loan is used to acquire a principal residence, the payment term can be 15 years. The loans are secured by the balance in the participant's account and bear interest at the prevailing market interest rates. Principal and interest are paid through payroll deductions.

SECURE Act and CARES Act: On December 20, 2019, the Setting Every Community Up for Retirement Enhancement ("SECURE") Act was passed, and most provisions in the law became effective on January 1, 2020. The SECURE Act implements key retirement legislation reform for plan sponsors and individuals. These provisions did not have a material impact on the financial obligations under the Plan.

In response to the COVID-19 global pandemic, on March 27, 2020 the Coronavirus Aid, Relief, and Economic Security ("CARES") Act was enacted and signed into law. Certain provisions of the CARES Act impact the operation of retirement plans during 2020. These provisions did not have a material impact on the financial obligations under the Plan.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 2 – Summary of Accounting Policies**

Basis of Accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and custodian. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable From Participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2020 and 2019. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Excess Contributions Payable: Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions. The Plan distributed the 2020 excess contributions to the applicable participants prior to March 15, 2021.

Payment of Benefits: Benefits are recorded when paid.

Administrative Expenses: Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements**

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

- Level 1    Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2    Inputs to the valuation methodology include:
- Quoted prices for similar assets or liabilities in active markets;
  - Quoted prices for identical or similar assets or liabilities in inactive markets;
  - Inputs other than quoted prices that are observable for the asset or liability;
  - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

- Level 3    Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020 and 2019.

*Mutual funds:* Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

*Commingled funds:* Valued at the NAV of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

The categorization of an investment within the fair value hierarchy is based upon the pricing transparency of the investment and does not necessarily correspond to Plan management's perceived risk of that investment.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair value. While Plan management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2020 and 2019:

|                                          | <i>Assets at Fair Value as of December 31, 2020</i> |                |                |                              |
|------------------------------------------|-----------------------------------------------------|----------------|----------------|------------------------------|
|                                          | <i>Level 1</i>                                      | <i>Level 2</i> | <i>Level 3</i> | <i>Total</i>                 |
| Mutual funds                             | \$ 203,786,294                                      | \$ -           | \$ -           | \$ 203,786,294               |
| Self-managed account                     | 4,400,723                                           | -              | -              | 4,400,723                    |
| Total assets in the fair value hierarchy | <u>\$ 208,187,017</u>                               | <u>\$ -</u>    | <u>\$ -</u>    | 208,187,017                  |
| Investments measured at net asset value  |                                                     |                |                | <u>258,477,941</u>           |
| Investments at fair value                |                                                     |                |                | <u><u>\$ 466,664,958</u></u> |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

|                                          | <i>Assets at Fair Value as of December 31, 2019</i> |                |                |                       |
|------------------------------------------|-----------------------------------------------------|----------------|----------------|-----------------------|
|                                          | <i>Level 1</i>                                      | <i>Level 2</i> | <i>Level 3</i> | <i>Total</i>          |
| Mutual funds                             | \$ 176,371,777                                      | \$ -           | \$ -           | \$ 176,371,777        |
| Self-managed account                     | 3,067,750                                           | -              | -              | 3,067,750             |
| Total assets in the fair value hierarchy | <u>\$ 179,439,527</u>                               | <u>\$ -</u>    | <u>\$ -</u>    | 179,439,527           |
| Investments measured at net asset value  |                                                     |                |                | <u>226,985,635</u>    |
| Invesments at fair value                 |                                                     |                |                | <u>\$ 406,425,162</u> |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

**Fair Value of Investments in Entities that Use NAV**

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2020 and 2019, respectively:

| <i>Investment</i>                                                          | <i>Fair Value<br/>December 31,<br/>2020</i> | <i>Fair Value<br/>December 31,<br/>2019</i> | <i>Unfunded<br/>Commitments</i> | <i>Redemption<br/>Frequency<br/>(if currently<br/>eligible)</i> | <i>Redemption<br/>Notice<br/>Period</i> |
|----------------------------------------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|-----------------------------------------------------------------|-----------------------------------------|
| Commingled funds -<br>RiverSource Stable<br>Capital Fund I                 | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>Putnam Stable<br>Value Fund                          | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>Wells Fargo Stable<br>Return Fund                    | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>New York Life<br>Insurance Company<br>Anchor Account | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>SSGA Target Funds                                    | \$129,035,836                               | \$115,027,910                               | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>BNY Mellon U.S.<br>Stock Index Fund                  | \$ 53,956,087                               | \$ 49,072,224                               | n/a                             | Daily                                                           | Daily                                   |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

| <i>Investment</i>                                        | <i>Fair Value<br/>December 31,<br/>2020</i> | <i>Fair Value<br/>December 31,<br/>2019</i> | <i>Unfunded<br/>Commitments</i> | <i>Redemption<br/>Frequency<br/>(if currently<br/>eligible)</i> | <i>Redemption<br/>Notice<br/>Period</i> |
|----------------------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|-----------------------------------------------------------------|-----------------------------------------|
| Commingled funds -<br>BNY Mellon U.S.<br>Small Cap Index | \$ 4,311,734                                | \$ 4,382,180                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>BNY Mellon U.S.<br>Mid Cap Index   | \$ 22,422,977                               | \$ 21,568,517                               | n/a                             | Daily                                                           | Daily                                   |

**Note 4 – Investments and Information Certified by the Plan's Trustee**

Management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, plan management instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Voya Institutional Trust Company, the trustee of the Plan, as complete and accurate, except for comparing such information certified by the trustee with information included in the Plan's financial statements and supplemental schedule:

Investments held and participant loans receivable certified by the trustee:

|                              | <i>As of December 31,<br/>2020</i> | <i>2019</i>    |
|------------------------------|------------------------------------|----------------|
| Investments                  | \$ 466,664,958                     | \$ 406,425,162 |
| Participant loans receivable | 7,070,385                          | 7,861,427      |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 4 – Investments and Information Certified by the Plan’s Trustee (continued)**

Investment income and interest on participant loans certified by the trustee:

|                                               | <i>For the Year Ended December 31,</i> |               |
|-----------------------------------------------|----------------------------------------|---------------|
|                                               | <i>2020</i>                            | <i>2019</i>   |
| Net appreciation in fair value of investments | \$ 49,574,044                          | \$ 58,839,505 |
| Interest and dividend income                  | 12,002,524                             | 12,115,823    |
| Interest on participant loans                 | 317,429                                | 354,456       |

The following presents select investments, with approximate percentage of the Plan’s net assets, as of December 31, 2020 and 2019.

|                                  | <i>December 31,</i> |     |               |     |
|----------------------------------|---------------------|-----|---------------|-----|
|                                  | <i>2020</i>         |     | <i>2019</i>   |     |
| BNY Mellon U.S. Stock Index Fund | \$ 53,956,087       | 11% | \$ 49,072,224 | 12% |
| Aberdeen Total Return Fund       | 53,840,664          | 11% | 45,709,334    | 11% |
| International Index Fund         | 37,807,828          | 8%  | 34,918,965    | 8%  |

During the years ended December 31, 2020 and 2019, the Plan’s investments (including gains and losses bought and sold, as well as held during the year), appreciated in value by \$49,574,044 and \$58,839,505, respectively.

**Note 5 – Related-Party Transactions and Party-In-Interest Transactions**

Management believes that fees paid during the year for administrative and managerial services rendered by Voya Institutional Trust Company, the trustee as defined by the Plan, and Voya Institutional Plan Services, LLC, the recordkeeper as defined by the Plan, were based on customary and reasonable rates for such services. Therefore, these transactions qualify as exempt party-in-interest transactions. Notes receivable from participants are also considered exempt party-in-interest transactions.

**Note 6 – Plan Termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100 percent vested in the company contribution portion of their account.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 7 – Income Tax Status**

The Plan obtained its latest determination letter on October 3, 2012, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believe that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**Note 8 – Risks and Uncertainties**

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

**Note 9 – Other Income – Revenue Sharing**

During 2020 and 2019, the Plan received \$378,568 and \$148,677, respectively, from Voya Institutional Trust Company to offset Plan administrative expenses.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 10 – Reconciliation of Financial Statements to Form 5500**

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2020 and 2019 to Form 5500:

|                                                                | <u>2020</u>           | <u>2019</u>           |
|----------------------------------------------------------------|-----------------------|-----------------------|
| Net assets available for benefits per the financial statements | \$ 474,728,973        | \$ 419,100,734        |
| Less: Deemed distribution of participant loans                 | (94,231)              | (73,538)              |
| Less: Participant Contributions Receivable                     | (267,822)             | -                     |
| Less: Employer Contributions Receivable                        | (1,312,895)           | -                     |
| Add: Excess Contributions Payable                              | 587,087               | -                     |
| Net assets available for benefits per the Form 5500            | <u>\$ 473,641,112</u> | <u>\$ 419,027,196</u> |

The following is a reconciliation of the net increase in net assets available for benefits before transfers per the financial statements for the year ended December 31, 2020 to Form 5500:

|                                                                                                 |                      |
|-------------------------------------------------------------------------------------------------|----------------------|
| Net increase in net assets available for benefits before transfers per the financial statements | \$ 55,628,239        |
| Less: Participant Contributions Receivable                                                      | (267,822)            |
| Less: Employer Contributions Receivable                                                         | (1,312,895)          |
| Less: Deemed Loans at End of year                                                               | (94,231)             |
| Add: Deemed Loans at Beginning of year                                                          | 73,538               |
| Add: Excess Contributions Payable                                                               | 587,087              |
| Net increase in net assets available for benefits per the Form 5500                             | <u>\$ 54,613,916</u> |

**Note 11 – Subsequent Events**

The Plan has evaluated subsequent events through October 13, 2021, the date the financial statements were available to be issued.

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Schedule H, Line 4i - Schedule of Assets (Held At End of Year)  
December 31, 2020

Plan sponsor's employer identification number: 13-2614416  
Plan number: 004

| (a) | (b) Identity of issue, borrower,<br>lessor, or similar party | (c) Description of investment including<br>maturity date, rate of interest, collateral,<br>par, or maturity value | (d) Cost | (e) Current Value     |
|-----|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|----------|-----------------------|
|     | BNY Mellon U.S. Stock Index Fund                             | Commingled funds                                                                                                  | **       | \$ 53,956,087         |
|     | Aberdeen Total Return Fund                                   | Mutual funds                                                                                                      | **       | 53,840,664            |
|     | International Index Fund                                     | Mutual funds                                                                                                      | **       | 37,807,828            |
| *   | Voya Large-Cap Growth Fund                                   | Mutual funds                                                                                                      | **       | 37,656,092            |
|     | JP Morgan U.S. Equity Fund                                   | Mutual funds                                                                                                      | **       | 26,969,261            |
|     | SSGA Target 2030 Fund                                        | Commingled funds                                                                                                  | **       | 24,273,520            |
|     | BNY Mellon U.S. Mid-Cap Index Fund                           | Commingled funds                                                                                                  | **       | 22,422,977            |
|     | SSGA Target 2025 Fund                                        | Commingled funds                                                                                                  | **       | 21,060,885            |
|     | SSGA Target 2035 Fund                                        | Commingled funds                                                                                                  | **       | 19,678,041            |
|     | SSGA Target 2040 Fund                                        | Commingled funds                                                                                                  | **       | 17,206,554            |
| *   | Voya Mid-Cap Opportunities Portfolio                         | Mutual funds                                                                                                      | **       | 14,406,768            |
|     | SSGA Target 2020 Fund                                        | Commingled funds                                                                                                  | **       | 13,181,303            |
|     | RiverSource Stable Capital Fund                              | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | Wells Fargo Stable Return Fund                               | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | New York Life Insurance Company Anchor Account               | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | Putnam Stable Value Fund                                     | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | Columbia                                                     | Mutual funds                                                                                                      | **       | 10,365,057            |
|     | SSGA Target 2045 Fund                                        | Commingled funds                                                                                                  | **       | 10,095,087            |
|     | SSGA Target Retirement Income Fund                           | Commingled funds                                                                                                  | **       | 9,670,555             |
|     | SSGA Target 2050 Fund                                        | Commingled funds                                                                                                  | **       | 7,078,567             |
|     | MFS International Diversification Fund                       | Mutual funds                                                                                                      | **       | 6,765,724             |
|     | Invesco Diversified Dividend                                 | Mutual funds                                                                                                      | **       | 5,660,506             |
|     | SSGA Target 2055 Fund                                        | Commingled funds                                                                                                  | **       | 4,781,650             |
|     | Self-Managed Account                                         | Other                                                                                                             | **       | 4,400,723             |
|     | BNY Mellon U.S. Small-Cap Index Fund                         | Commingled funds                                                                                                  | **       | 4,311,734             |
|     | Victory Sycamore Established Value Fund                      | Mutual funds                                                                                                      | **       | 3,938,628             |
|     | Victory Integrity Small-Cap Value Fund                       | Mutual funds                                                                                                      | **       | 3,857,865             |
|     | 1st American Real Estate Fund                                | Mutual funds                                                                                                      | **       | 2,517,901             |
|     | SSGA Target 2060 Fund                                        | Commingled funds                                                                                                  | **       | 1,969,281             |
|     | SSGA Target 2065 Fund                                        | Commingled funds                                                                                                  | **       | 40,393                |
|     | Total participant-directed investments at fair value         |                                                                                                                   |          | 466,664,958           |
| *   | Participant notes receivable                                 | Interest rates, 2.04% to 8.25%,<br>various maturities                                                             | -0-      | 6,976,154             |
|     | Total                                                        |                                                                                                                   |          | <u>\$ 473,641,112</u> |

\* Party-in-interest.

\*\* Cost omitted for participant-directed investments.

See independent auditor's report.

**HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN**

**FINANCIAL STATEMENTS  
and  
SUPPLEMENTAL SCHEDULE**

**DECEMBER 31, 2020 and 2019**

**(With Independent Auditor's Report Thereon)**

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Index of  
Financial Statements and Supplemental Schedule

|                                                                                                              | <u>Page(s)</u> |
|--------------------------------------------------------------------------------------------------------------|----------------|
| Independent Auditor's Report                                                                                 | 2-3            |
| Statements of Net Assets Available for Benefits<br>at December 31, 2020 and 2019                             | 4              |
| Statements of Changes in Net Assets Available for Benefits<br>for the years ended December 31, 2020 and 2019 | 5              |
| Notes to Financial Statements                                                                                | 6 - 17         |
| Supplemental Schedule:                                                                                       |                |
| Schedule H, Line 4i - Schedule of Assets (Held at End of Year)                                               | 18             |



76 North Walnut Street  
Ridgewood, New Jersey 07450  
201-652-4040  
fax: 201-652-0401  
www.bdgcpa.com

## **Independent Auditor's Report**

To the Plan Administrator of  
Hunter Douglas Inc. Employee Savings 401(k) Plan  
Pearl River, New York

### **Report on the Financial Statements**

We were engaged to audit the accompanying financial statements of the Hunter Douglas Inc. Employee Savings 401(k) Plan (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

### ***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### ***Auditor's Responsibility***

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

### ***Basis for Disclaimer of Opinion***

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 4, which was certified by Voya Institutional Trust Company, the trustee of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of and for the years ended December 31, 2020 and 2019, that the information provided to the plan administrator by the trustee is complete and accurate.

### ***Disclaimer of Opinion***

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

### ***Other Matter – Supplemental Schedule***

The supplemental schedule, Schedule of Assets (Held at End of Year) as of December 31, 2020, is required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on this supplemental schedule.

### **Report on Form and Content in Compliance With DOL Rules and Regulations**

The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.



Ridgewood, NJ  
October 13, 2021

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Statements of Net Assets Available For Benefits  
December 31,

|                                       | <u>2020</u>                      | <u>2019</u>                      |
|---------------------------------------|----------------------------------|----------------------------------|
| <b>Assets</b>                         |                                  |                                  |
| Investments, at fair value            | \$ 466,664,958                   | \$ 406,425,162                   |
| Receivables:                          |                                  |                                  |
| Participant contributions             | 267,822                          | 310,535                          |
| Employer contributions                | 1,312,895                        | 4,503,610                        |
| Notes receivable from participants    | 7,070,385                        | 7,861,427                        |
| Total receivables                     | <u>8,651,102</u>                 | <u>12,675,572</u>                |
| <br>Total assets                      | <br><u>475,316,060</u>           | <br><u>419,100,734</u>           |
| <b>Liabilities</b>                    |                                  |                                  |
| Excess contributions payable          | <u>587,087</u>                   | <u>-</u>                         |
| Total liabilities                     | <u>587,087</u>                   | <u>-</u>                         |
| <br>Net assets available for benefits | <br><u><u>\$ 474,728,973</u></u> | <br><u><u>\$ 419,100,734</u></u> |

The accompanying notes are an integral part of the financial statements.

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Statements of Changes in Net Assets Available for Benefits  
For the years ended December 31,

|                                                         | <u>2020</u>                  | <u>2019</u>                  |
|---------------------------------------------------------|------------------------------|------------------------------|
| Additions to net assets attributed to:                  |                              |                              |
| Investment income:                                      |                              |                              |
| Net appreciation in fair value of investments           | \$ 49,574,044                | \$ 58,839,505                |
| Interest and dividends                                  | <u>12,002,524</u>            | <u>12,115,823</u>            |
| Total investment income                                 | <u>61,576,568</u>            | <u>70,955,328</u>            |
| Interest income on notes receivable from participants   | <u>317,429</u>               | <u>354,456</u>               |
| Other income (Note 9)                                   | <u>378,568</u>               | <u>148,677</u>               |
| Contributions:                                          |                              |                              |
| Participant                                             | 18,160,957                   | 19,264,380                   |
| Employer                                                | 7,055,790                    | 18,083,061                   |
| Rollover                                                | <u>13,207,477</u>            | <u>2,475,517</u>             |
| Total contributions                                     | <u>38,424,224</u>            | <u>39,822,958</u>            |
| Total additions to net assets                           | <u>100,696,789</u>           | <u>111,281,419</u>           |
| Deductions from net assets attributed to:               |                              |                              |
| Benefits paid to participants                           | 44,162,408                   | 34,651,836                   |
| Administrative expenses                                 | <u>906,142</u>               | <u>392,247</u>               |
| Total deductions from net assets                        | <u>45,068,550</u>            | <u>35,044,083</u>            |
| Net increase                                            | 55,628,239                   | 76,237,336                   |
| Net assets transferred out of Plan                      | -                            | (81,475)                     |
| Net assets available for benefits,<br>beginning of year | <u>419,100,734</u>           | <u>342,944,873</u>           |
| Net assets available for benefits,<br>end of year       | <u><u>\$ 474,728,973</u></u> | <u><u>\$ 419,100,734</u></u> |

The accompanying notes are an integral part of the financial statements.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 1 – Plan Description**

The following description of the Hunter Douglas Inc. Employee Savings 401(k) Plan (the “Plan”) provides general information only. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General: The Plan is a defined contribution 401(k) Savings Plan covering substantially all employees of Hunter Douglas Inc. (the “Company” and “Plan Sponsor”). Effective January 1, 2017, the Plan was amended and restated to incorporate all plan amendments, as well as to eliminate the six month of service requirement for eligibility. Prior to January 1, 2017, participants were required to complete 1,000 hours of service in a Plan year or six months after the date of hire in order to be eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). The Company’s Board of Directors is responsible for oversight of the Plan. The Investment Committee determines the appropriateness of the Plan’s investment offerings, monitors investment performance, and reports to the Company’s Board of Directors.

Participant Contributions: Participant contributions are made on a before-tax or a Roth 401(k) after-tax basis. Participants may elect to contribute from 1% to 50% of their compensation through before-tax or Roth 401(k) after-tax contributions, subject to Plan limits and the dollar deferral and non-discrimination limitations as prescribed by the Internal Revenue Code. In 2020 and 2019, these contributions could not exceed \$19,500 and \$19,000, respectively. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. In 2020 and 2019, catch-up contributions could not exceed \$6,500 and \$6,000, respectively. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

Employer Contributions: Effective January 1, 2013, the Company amended the Plan to make it a “Safe Harbor” 401(k) Plan. Accordingly, the Company makes a contribution equal to 100% of the first 6% of base compensation that a participant contributes to the Plan on either a before-tax basis or a Roth 401(k) after-tax basis (“Safe Harbor Matching Contributions”). Safe Harbor Matching Contributions are added to a participant’s account each time a participant makes a contribution into the Plan.

During May 2020, the Company suspended Safe Harbor Matching Contributions for payroll periods beginning after May 18, 2020.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 1 – Plan Description (continued)**

Effective November 1, 2020, the Company amended the Plan to make a contribution to the Plan on behalf of each Participant who made salary savings contributions during November 2020 and December 2020, in an amount equal to 100% of the first 6% of the Participant's compensation contributed by a Participant as the Participant's salary savings contribution ("Matching Contribution"). At the end of the 2020 Plan year, the Company shall make an additional contribution, if necessary, equal to the amount of the difference, if any, between (i) the amounts allocated to the Participant as Safe Harbor Matching Contributions prior to payroll periods beginning after May 18, 2020 plus the Matching Contribution allocated to the Participant for November 2020 and December 2020 discussed above and (ii) 100% of the Participant's salary savings contribution up to 6% of compensation for the Plan year.

Effective January 1, 2021, the Company reinstated the Safe Harbor Matching Contributions.

In addition, effective January 1, 2013, the Company amended the Plan to add Company profit-sharing contributions ("Company Retirement Contributions"). Accordingly, effective January 1, 2013, the Company contributes 1.50% of an eligible participant's compensation (or such other amount as may be determined by the Board of Directors in its discretion) to a participant's account on an annual basis, following the end of each calendar year. During May 2020, the Company suspended Company Retirement Contributions for the Plan year ended December 31, 2020. During March 2020, the Company made Company Retirement Contributions in the amount of \$4,235,919 for the Plan year ended December 31, 2019.

Participants' Accounts: Each participant's account is credited with the participant's salary savings contributions and Company matching contributions, as well as allocations of Company Retirement Contributions and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are always 100% vested in their before-tax and Roth 401(k) after-tax contributions, any rollover amounts, the Safe Harbor Matching Contributions, and any investment earnings on those contributions.

Once a participant has completed five years of service with the Company, the participant will also be fully vested in the value of the Participant's Company matching contributions made prior to January 1, 2013, prior profit sharing contributions, and Company Retirement Contributions and their earnings. A participant receives credit for one year of service for every plan year in which the participant completes at least 1,000 hours of service.

If a participant has less than five years of service, the participant may be partially vested in the value of any Company contributions and their earnings according to the following schedule:

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 1 – Plan Description (continued)**

| <u>Years of Service</u> | <u>Vested % of Pre-2013 Company<br/>Matching Contributions and<br/>Company Retirement Plan Contributions</u> |
|-------------------------|--------------------------------------------------------------------------------------------------------------|
| Less than 1 year        | 0%                                                                                                           |
| 1 but less than 2       | 20%                                                                                                          |
| 2 but less than 3       | 40%                                                                                                          |
| 3 but less than 4       | 60%                                                                                                          |
| 4 but less than 5       | 80%                                                                                                          |
| 5 or more               | 100%                                                                                                         |

Upon termination of employment, the non-vested portion, if any, of a participant's Company matching contribution account shall be forfeited as the employee takes distribution of the vested portion. Forfeited balances of terminated participants' non-vested accounts are used to reduce future Company Retirement Contributions. In 2021, forfeitures of \$0 were used to offset Company Retirement Contributions designated as 2020 contributions. In 2020, forfeitures of \$1,244,000 were used to offset Company Retirement Contributions designated as 2019 contributions. At December 31, 2020 and 2019, there were \$339,585 and \$1,207,494, respectively, of forfeitures available to reduce future employer contributions or to offset administrative expenses.

Payment of Benefits: On termination of service due to death, disability, retirement, or other reasons, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, or installment distributions.

Notes Receivable From Participants: Participants may borrow from their accounts a minimum of \$500 up to a maximum of \$50,000 or 50% of their vested account balance, whichever is less. The term of the loans ranges from one to five years. However, if the loan is used to acquire a principal residence, the payment term can be 15 years. The loans are secured by the balance in the participant's account and bear interest at the prevailing market interest rates. Principal and interest are paid through payroll deductions.

SECURE Act and CARES Act: On December 20, 2019, the Setting Every Community Up for Retirement Enhancement ("SECURE") Act was passed, and most provisions in the law became effective on January 1, 2020. The SECURE Act implements key retirement legislation reform for plan sponsors and individuals. These provisions did not have a material impact on the financial obligations under the Plan.

In response to the COVID-19 global pandemic, on March 27, 2020 the Coronavirus Aid, Relief, and Economic Security ("CARES") Act was enacted and signed into law. Certain provisions of the CARES Act impact the operation of retirement plans during 2020. These provisions did not have a material impact on the financial obligations under the Plan.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 2 – Summary of Accounting Policies**

Basis of Accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and custodian. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable From Participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2020 and 2019. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Excess Contributions Payable: Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions. The Plan distributed the 2020 excess contributions to the applicable participants prior to March 15, 2021.

Payment of Benefits: Benefits are recorded when paid.

Administrative Expenses: Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements**

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

- Level 1     Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2     Inputs to the valuation methodology include:
- Quoted prices for similar assets or liabilities in active markets;
  - Quoted prices for identical or similar assets or liabilities in inactive markets;
  - Inputs other than quoted prices that are observable for the asset or liability;
  - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

- Level 3     Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020 and 2019.

*Mutual funds:* Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

*Commingled funds:* Valued at the NAV of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

The categorization of an investment within the fair value hierarchy is based upon the pricing transparency of the investment and does not necessarily correspond to Plan management's perceived risk of that investment.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair value. While Plan management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2020 and 2019:

|                                          | <i>Assets at Fair Value as of December 31, 2020</i> |                |                |                       |
|------------------------------------------|-----------------------------------------------------|----------------|----------------|-----------------------|
|                                          | <i>Level 1</i>                                      | <i>Level 2</i> | <i>Level 3</i> | <i>Total</i>          |
| Mutual funds                             | \$ 203,786,294                                      | \$ -           | \$ -           | \$ 203,786,294        |
| Self-managed account                     | 4,400,723                                           | -              | -              | 4,400,723             |
| Total assets in the fair value hierarchy | <u>\$ 208,187,017</u>                               | <u>\$ -</u>    | <u>\$ -</u>    | 208,187,017           |
| Investments measured at net asset value  |                                                     |                |                | <u>258,477,941</u>    |
| Investments at fair value                |                                                     |                |                | <u>\$ 466,664,958</u> |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

|                                          | <i>Assets at Fair Value as of December 31, 2019</i> |                |                |                       |
|------------------------------------------|-----------------------------------------------------|----------------|----------------|-----------------------|
|                                          | <i>Level 1</i>                                      | <i>Level 2</i> | <i>Level 3</i> | <i>Total</i>          |
| Mutual funds                             | \$ 176,371,777                                      | \$ -           | \$ -           | \$ 176,371,777        |
| Self-managed account                     | 3,067,750                                           | -              | -              | 3,067,750             |
| Total assets in the fair value hierarchy | <u>\$ 179,439,527</u>                               | <u>\$ -</u>    | <u>\$ -</u>    | 179,439,527           |
| Investments measured at net asset value  |                                                     |                |                | <u>226,985,635</u>    |
| Invesments at fair value                 |                                                     |                |                | <u>\$ 406,425,162</u> |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

**Fair Value of Investments in Entities that Use NAV**

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2020 and 2019, respectively:

| <i>Investment</i>                                                          | <i>Fair Value<br/>December 31,<br/>2020</i> | <i>Fair Value<br/>December 31,<br/>2019</i> | <i>Unfunded<br/>Commitments</i> | <i>Redemption<br/>Frequency<br/>(if currently<br/>eligible)</i> | <i>Redemption<br/>Notice<br/>Period</i> |
|----------------------------------------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|-----------------------------------------------------------------|-----------------------------------------|
| Commingled funds -<br>RiverSource Stable<br>Capital Fund I                 | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>Putnam Stable<br>Value Fund                          | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>Wells Fargo Stable<br>Return Fund                    | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>New York Life<br>Insurance Company<br>Anchor Account | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>SSGA Target Funds                                    | \$129,035,836                               | \$115,027,910                               | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>BNY Mellon U.S.<br>Stock Index Fund                  | \$ 53,956,087                               | \$ 49,072,224                               | n/a                             | Daily                                                           | Daily                                   |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

| <i>Investment</i>                                        | <i>Fair Value<br/>December 31,<br/>2020</i> | <i>Fair Value<br/>December 31,<br/>2019</i> | <i>Unfunded<br/>Commitments</i> | <i>Redemption<br/>Frequency<br/>(if currently<br/>eligible)</i> | <i>Redemption<br/>Notice<br/>Period</i> |
|----------------------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|-----------------------------------------------------------------|-----------------------------------------|
| Commingled funds -<br>BNY Mellon U.S.<br>Small Cap Index | \$ 4,311,734                                | \$ 4,382,180                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>BNY Mellon U.S.<br>Mid Cap Index   | \$ 22,422,977                               | \$ 21,568,517                               | n/a                             | Daily                                                           | Daily                                   |

**Note 4 – Investments and Information Certified by the Plan's Trustee**

Management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, plan management instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Voya Institutional Trust Company, the trustee of the Plan, as complete and accurate, except for comparing such information certified by the trustee with information included in the Plan's financial statements and supplemental schedule:

Investments held and participant loans receivable certified by the trustee:

|                              | <i>As of December 31,<br/>2020</i> | <i>2019</i>    |
|------------------------------|------------------------------------|----------------|
| Investments                  | \$ 466,664,958                     | \$ 406,425,162 |
| Participant loans receivable | 7,070,385                          | 7,861,427      |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 4 – Investments and Information Certified by the Plan’s Trustee (continued)**

Investment income and interest on participant loans certified by the trustee:

|                                               | <i>For the Year Ended December 31,</i> |               |
|-----------------------------------------------|----------------------------------------|---------------|
|                                               | <i>2020</i>                            | <i>2019</i>   |
| Net appreciation in fair value of investments | \$ 49,574,044                          | \$ 58,839,505 |
| Interest and dividend income                  | 12,002,524                             | 12,115,823    |
| Interest on participant loans                 | 317,429                                | 354,456       |

The following presents select investments, with approximate percentage of the Plan’s net assets, as of December 31, 2020 and 2019.

|                                  | <i>December 31,</i> |     |               |     |
|----------------------------------|---------------------|-----|---------------|-----|
|                                  | <i>2020</i>         |     | <i>2019</i>   |     |
| BNY Mellon U.S. Stock Index Fund | \$ 53,956,087       | 11% | \$ 49,072,224 | 12% |
| Aberdeen Total Return Fund       | 53,840,664          | 11% | 45,709,334    | 11% |
| International Index Fund         | 37,807,828          | 8%  | 34,918,965    | 8%  |

During the years ended December 31, 2020 and 2019, the Plan’s investments (including gains and losses bought and sold, as well as held during the year), appreciated in value by \$49,574,044 and \$58,839,505, respectively.

**Note 5 – Related-Party Transactions and Party-In-Interest Transactions**

Management believes that fees paid during the year for administrative and managerial services rendered by Voya Institutional Trust Company, the trustee as defined by the Plan, and Voya Institutional Plan Services, LLC, the recordkeeper as defined by the Plan, were based on customary and reasonable rates for such services. Therefore, these transactions qualify as exempt party-in-interest transactions. Notes receivable from participants are also considered exempt party-in-interest transactions.

**Note 6 – Plan Termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100 percent vested in the company contribution portion of their account.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 7 – Income Tax Status**

The Plan obtained its latest determination letter on October 3, 2012, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believe that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**Note 8 – Risks and Uncertainties**

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

**Note 9 – Other Income – Revenue Sharing**

During 2020 and 2019, the Plan received \$378,568 and \$148,677, respectively, from Voya Institutional Trust Company to offset Plan administrative expenses.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 10 – Reconciliation of Financial Statements to Form 5500**

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2020 and 2019 to Form 5500:

|                                                                | <u>2020</u>           | <u>2019</u>           |
|----------------------------------------------------------------|-----------------------|-----------------------|
| Net assets available for benefits per the financial statements | \$ 474,728,973        | \$ 419,100,734        |
| Less: Deemed distribution of participant loans                 | (94,231)              | (73,538)              |
| Less: Participant Contributions Receivable                     | (267,822)             | -                     |
| Less: Employer Contributions Receivable                        | (1,312,895)           | -                     |
| Add: Excess Contributions Payable                              | 587,087               | -                     |
| Net assets available for benefits per the Form 5500            | <u>\$ 473,641,112</u> | <u>\$ 419,027,196</u> |

The following is a reconciliation of the net increase in net assets available for benefits before transfers per the financial statements for the year ended December 31, 2020 to Form 5500:

|                                                                                                 |                      |
|-------------------------------------------------------------------------------------------------|----------------------|
| Net increase in net assets available for benefits before transfers per the financial statements | \$ 55,628,239        |
| Less: Participant Contributions Receivable                                                      | (267,822)            |
| Less: Employer Contributions Receivable                                                         | (1,312,895)          |
| Less: Deemed Loans at End of year                                                               | (94,231)             |
| Add: Deemed Loans at Beginning of year                                                          | 73,538               |
| Add: Excess Contributions Payable                                                               | 587,087              |
| Net increase in net assets available for benefits per the Form 5500                             | <u>\$ 54,613,916</u> |

**Note 11 – Subsequent Events**

The Plan has evaluated subsequent events through October 13, 2021, the date the financial statements were available to be issued.

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Schedule H, Line 4i - Schedule of Assets (Held At End of Year)  
December 31, 2020

Plan sponsor's employer identification number: 13-2614416  
Plan number: 004

| (a) | (b) Identity of issue, borrower,<br>lessor, or similar party | (c) Description of investment including<br>maturity date, rate of interest, collateral,<br>par, or maturity value | (d) Cost | (e) Current Value     |
|-----|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|----------|-----------------------|
|     | BNY Mellon U.S. Stock Index Fund                             | Commingled funds                                                                                                  | **       | \$ 53,956,087         |
|     | Aberdeen Total Return Fund                                   | Mutual funds                                                                                                      | **       | 53,840,664            |
|     | International Index Fund                                     | Mutual funds                                                                                                      | **       | 37,807,828            |
| *   | Voya Large-Cap Growth Fund                                   | Mutual funds                                                                                                      | **       | 37,656,092            |
|     | JP Morgan U.S. Equity Fund                                   | Mutual funds                                                                                                      | **       | 26,969,261            |
|     | SSGA Target 2030 Fund                                        | Commingled funds                                                                                                  | **       | 24,273,520            |
|     | BNY Mellon U.S. Mid-Cap Index Fund                           | Commingled funds                                                                                                  | **       | 22,422,977            |
|     | SSGA Target 2025 Fund                                        | Commingled funds                                                                                                  | **       | 21,060,885            |
|     | SSGA Target 2035 Fund                                        | Commingled funds                                                                                                  | **       | 19,678,041            |
|     | SSGA Target 2040 Fund                                        | Commingled funds                                                                                                  | **       | 17,206,554            |
| *   | Voya Mid-Cap Opportunities Portfolio                         | Mutual funds                                                                                                      | **       | 14,406,768            |
|     | SSGA Target 2020 Fund                                        | Commingled funds                                                                                                  | **       | 13,181,303            |
|     | RiverSource Stable Capital Fund                              | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | Wells Fargo Stable Return Fund                               | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | New York Life Insurance Company Anchor Account               | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | Putnam Stable Value Fund                                     | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | Columbia                                                     | Mutual funds                                                                                                      | **       | 10,365,057            |
|     | SSGA Target 2045 Fund                                        | Commingled funds                                                                                                  | **       | 10,095,087            |
|     | SSGA Target Retirement Income Fund                           | Commingled funds                                                                                                  | **       | 9,670,555             |
|     | SSGA Target 2050 Fund                                        | Commingled funds                                                                                                  | **       | 7,078,567             |
|     | MFS International Diversification Fund                       | Mutual funds                                                                                                      | **       | 6,765,724             |
|     | Invesco Diversified Dividend                                 | Mutual funds                                                                                                      | **       | 5,660,506             |
|     | SSGA Target 2055 Fund                                        | Commingled funds                                                                                                  | **       | 4,781,650             |
|     | Self-Managed Account                                         | Other                                                                                                             | **       | 4,400,723             |
|     | BNY Mellon U.S. Small-Cap Index Fund                         | Commingled funds                                                                                                  | **       | 4,311,734             |
|     | Victory Sycamore Established Value Fund                      | Mutual funds                                                                                                      | **       | 3,938,628             |
|     | Victory Integrity Small-Cap Value Fund                       | Mutual funds                                                                                                      | **       | 3,857,865             |
|     | 1st American Real Estate Fund                                | Mutual funds                                                                                                      | **       | 2,517,901             |
|     | SSGA Target 2060 Fund                                        | Commingled funds                                                                                                  | **       | 1,969,281             |
|     | SSGA Target 2065 Fund                                        | Commingled funds                                                                                                  | **       | 40,393                |
|     | Total participant-directed investments at fair value         |                                                                                                                   |          | 466,664,958           |
| *   | Participant notes receivable                                 | Interest rates, 2.04% to 8.25%,<br>various maturities                                                             | -0-      | 6,976,154             |
|     | Total                                                        |                                                                                                                   |          | <u>\$ 473,641,112</u> |

\* Party-in-interest.

\*\* Cost omitted for participant-directed investments.

See independent auditor's report.

**HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN**

**FINANCIAL STATEMENTS  
and  
SUPPLEMENTAL SCHEDULE**

**DECEMBER 31, 2020 and 2019**

**(With Independent Auditor's Report Thereon)**

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Index of  
Financial Statements and Supplemental Schedule

|                                                                                                              | <u>Page(s)</u> |
|--------------------------------------------------------------------------------------------------------------|----------------|
| Independent Auditor's Report                                                                                 | 2-3            |
| Statements of Net Assets Available for Benefits<br>at December 31, 2020 and 2019                             | 4              |
| Statements of Changes in Net Assets Available for Benefits<br>for the years ended December 31, 2020 and 2019 | 5              |
| Notes to Financial Statements                                                                                | 6 - 17         |
| Supplemental Schedule:                                                                                       |                |
| Schedule H, Line 4i - Schedule of Assets (Held at End of Year)                                               | 18             |



76 North Walnut Street  
Ridgewood, New Jersey 07450  
201-652-4040  
fax: 201-652-0401  
www.bdgcpa.com

## **Independent Auditor's Report**

To the Plan Administrator of  
Hunter Douglas Inc. Employee Savings 401(k) Plan  
Pearl River, New York

### **Report on the Financial Statements**

We were engaged to audit the accompanying financial statements of the Hunter Douglas Inc. Employee Savings 401(k) Plan (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

### ***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### ***Auditor's Responsibility***

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

### ***Basis for Disclaimer of Opinion***

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 4, which was certified by Voya Institutional Trust Company, the trustee of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of and for the years ended December 31, 2020 and 2019, that the information provided to the plan administrator by the trustee is complete and accurate.

### ***Disclaimer of Opinion***

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

### ***Other Matter – Supplemental Schedule***

The supplemental schedule, Schedule of Assets (Held at End of Year) as of December 31, 2020, is required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on this supplemental schedule.

### **Report on Form and Content in Compliance With DOL Rules and Regulations**

The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.



Ridgewood, NJ  
October 13, 2021

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Statements of Net Assets Available For Benefits  
December 31,

|                                       | <u>2020</u>                      | <u>2019</u>                      |
|---------------------------------------|----------------------------------|----------------------------------|
| <b>Assets</b>                         |                                  |                                  |
| Investments, at fair value            | \$ 466,664,958                   | \$ 406,425,162                   |
| Receivables:                          |                                  |                                  |
| Participant contributions             | 267,822                          | 310,535                          |
| Employer contributions                | 1,312,895                        | 4,503,610                        |
| Notes receivable from participants    | 7,070,385                        | 7,861,427                        |
| Total receivables                     | <u>8,651,102</u>                 | <u>12,675,572</u>                |
| <br>Total assets                      | <br><u>475,316,060</u>           | <br><u>419,100,734</u>           |
| <b>Liabilities</b>                    |                                  |                                  |
| Excess contributions payable          | <u>587,087</u>                   | <u>-</u>                         |
| Total liabilities                     | <u>587,087</u>                   | <u>-</u>                         |
| <br>Net assets available for benefits | <br><u><u>\$ 474,728,973</u></u> | <br><u><u>\$ 419,100,734</u></u> |

The accompanying notes are an integral part of the financial statements.

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Statements of Changes in Net Assets Available for Benefits  
For the years ended December 31,

|                                                         | <u>2020</u>           | <u>2019</u>           |
|---------------------------------------------------------|-----------------------|-----------------------|
| Additions to net assets attributed to:                  |                       |                       |
| Investment income:                                      |                       |                       |
| Net appreciation in fair value of investments           | \$ 49,574,044         | \$ 58,839,505         |
| Interest and dividends                                  | <u>12,002,524</u>     | <u>12,115,823</u>     |
| Total investment income                                 | <u>61,576,568</u>     | <u>70,955,328</u>     |
| Interest income on notes receivable from participants   | <u>317,429</u>        | <u>354,456</u>        |
| Other income (Note 9)                                   | <u>378,568</u>        | <u>148,677</u>        |
| Contributions:                                          |                       |                       |
| Participant                                             | 18,160,957            | 19,264,380            |
| Employer                                                | 7,055,790             | 18,083,061            |
| Rollover                                                | <u>13,207,477</u>     | <u>2,475,517</u>      |
| Total contributions                                     | <u>38,424,224</u>     | <u>39,822,958</u>     |
| Total additions to net assets                           | <u>100,696,789</u>    | <u>111,281,419</u>    |
| Deductions from net assets attributed to:               |                       |                       |
| Benefits paid to participants                           | 44,162,408            | 34,651,836            |
| Administrative expenses                                 | <u>906,142</u>        | <u>392,247</u>        |
| Total deductions from net assets                        | <u>45,068,550</u>     | <u>35,044,083</u>     |
| Net increase                                            | 55,628,239            | 76,237,336            |
| Net assets transferred out of Plan                      | -                     | (81,475)              |
| Net assets available for benefits,<br>beginning of year | <u>419,100,734</u>    | <u>342,944,873</u>    |
| Net assets available for benefits,<br>end of year       | <u>\$ 474,728,973</u> | <u>\$ 419,100,734</u> |

The accompanying notes are an integral part of the financial statements.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 1 – Plan Description**

The following description of the Hunter Douglas Inc. Employee Savings 401(k) Plan (the “Plan”) provides general information only. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General: The Plan is a defined contribution 401(k) Savings Plan covering substantially all employees of Hunter Douglas Inc. (the “Company” and “Plan Sponsor”). Effective January 1, 2017, the Plan was amended and restated to incorporate all plan amendments, as well as to eliminate the six month of service requirement for eligibility. Prior to January 1, 2017, participants were required to complete 1,000 hours of service in a Plan year or six months after the date of hire in order to be eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). The Company’s Board of Directors is responsible for oversight of the Plan. The Investment Committee determines the appropriateness of the Plan’s investment offerings, monitors investment performance, and reports to the Company’s Board of Directors.

Participant Contributions: Participant contributions are made on a before-tax or a Roth 401(k) after-tax basis. Participants may elect to contribute from 1% to 50% of their compensation through before-tax or Roth 401(k) after-tax contributions, subject to Plan limits and the dollar deferral and non-discrimination limitations as prescribed by the Internal Revenue Code. In 2020 and 2019, these contributions could not exceed \$19,500 and \$19,000, respectively. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. In 2020 and 2019, catch-up contributions could not exceed \$6,500 and \$6,000, respectively. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

Employer Contributions: Effective January 1, 2013, the Company amended the Plan to make it a “Safe Harbor” 401(k) Plan. Accordingly, the Company makes a contribution equal to 100% of the first 6% of base compensation that a participant contributes to the Plan on either a before-tax basis or a Roth 401(k) after-tax basis (“Safe Harbor Matching Contributions”). Safe Harbor Matching Contributions are added to a participant’s account each time a participant makes a contribution into the Plan.

During May 2020, the Company suspended Safe Harbor Matching Contributions for payroll periods beginning after May 18, 2020.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 1 – Plan Description (continued)**

Effective November 1, 2020, the Company amended the Plan to make a contribution to the Plan on behalf of each Participant who made salary savings contributions during November 2020 and December 2020, in an amount equal to 100% of the first 6% of the Participant's compensation contributed by a Participant as the Participant's salary savings contribution ("Matching Contribution"). At the end of the 2020 Plan year, the Company shall make an additional contribution, if necessary, equal to the amount of the difference, if any, between (i) the amounts allocated to the Participant as Safe Harbor Matching Contributions prior to payroll periods beginning after May 18, 2020 plus the Matching Contribution allocated to the Participant for November 2020 and December 2020 discussed above and (ii) 100% of the Participant's salary savings contribution up to 6% of compensation for the Plan year.

Effective January 1, 2021, the Company reinstated the Safe Harbor Matching Contributions.

In addition, effective January 1, 2013, the Company amended the Plan to add Company profit-sharing contributions ("Company Retirement Contributions"). Accordingly, effective January 1, 2013, the Company contributes 1.50% of an eligible participant's compensation (or such other amount as may be determined by the Board of Directors in its discretion) to a participant's account on an annual basis, following the end of each calendar year. During May 2020, the Company suspended Company Retirement Contributions for the Plan year ended December 31, 2020. During March 2020, the Company made Company Retirement Contributions in the amount of \$4,235,919 for the Plan year ended December 31, 2019.

Participants' Accounts: Each participant's account is credited with the participant's salary savings contributions and Company matching contributions, as well as allocations of Company Retirement Contributions and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are always 100% vested in their before-tax and Roth 401(k) after-tax contributions, any rollover amounts, the Safe Harbor Matching Contributions, and any investment earnings on those contributions.

Once a participant has completed five years of service with the Company, the participant will also be fully vested in the value of the Participant's Company matching contributions made prior to January 1, 2013, prior profit sharing contributions, and Company Retirement Contributions and their earnings. A participant receives credit for one year of service for every plan year in which the participant completes at least 1,000 hours of service.

If a participant has less than five years of service, the participant may be partially vested in the value of any Company contributions and their earnings according to the following schedule:

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 1 – Plan Description (continued)**

| <u>Years of Service</u> | <u>Vested % of Pre-2013 Company<br/>Matching Contributions and<br/>Company Retirement Plan Contributions</u> |
|-------------------------|--------------------------------------------------------------------------------------------------------------|
| Less than 1 year        | 0%                                                                                                           |
| 1 but less than 2       | 20%                                                                                                          |
| 2 but less than 3       | 40%                                                                                                          |
| 3 but less than 4       | 60%                                                                                                          |
| 4 but less than 5       | 80%                                                                                                          |
| 5 or more               | 100%                                                                                                         |

Upon termination of employment, the non-vested portion, if any, of a participant's Company matching contribution account shall be forfeited as the employee takes distribution of the vested portion. Forfeited balances of terminated participants' non-vested accounts are used to reduce future Company Retirement Contributions. In 2021, forfeitures of \$0 were used to offset Company Retirement Contributions designated as 2020 contributions. In 2020, forfeitures of \$1,244,000 were used to offset Company Retirement Contributions designated as 2019 contributions. At December 31, 2020 and 2019, there were \$339,585 and \$1,207,494, respectively, of forfeitures available to reduce future employer contributions or to offset administrative expenses.

Payment of Benefits: On termination of service due to death, disability, retirement, or other reasons, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, or installment distributions.

Notes Receivable From Participants: Participants may borrow from their accounts a minimum of \$500 up to a maximum of \$50,000 or 50% of their vested account balance, whichever is less. The term of the loans ranges from one to five years. However, if the loan is used to acquire a principal residence, the payment term can be 15 years. The loans are secured by the balance in the participant's account and bear interest at the prevailing market interest rates. Principal and interest are paid through payroll deductions.

SECURE Act and CARES Act: On December 20, 2019, the Setting Every Community Up for Retirement Enhancement ("SECURE") Act was passed, and most provisions in the law became effective on January 1, 2020. The SECURE Act implements key retirement legislation reform for plan sponsors and individuals. These provisions did not have a material impact on the financial obligations under the Plan.

In response to the COVID-19 global pandemic, on March 27, 2020 the Coronavirus Aid, Relief, and Economic Security ("CARES") Act was enacted and signed into law. Certain provisions of the CARES Act impact the operation of retirement plans during 2020. These provisions did not have a material impact on the financial obligations under the Plan.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 2 – Summary of Accounting Policies**

Basis of Accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and custodian. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable From Participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2020 and 2019. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Excess Contributions Payable: Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions. The Plan distributed the 2020 excess contributions to the applicable participants prior to March 15, 2021.

Payment of Benefits: Benefits are recorded when paid.

Administrative Expenses: Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements**

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

- Level 1    Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2    Inputs to the valuation methodology include:
- Quoted prices for similar assets or liabilities in active markets;
  - Quoted prices for identical or similar assets or liabilities in inactive markets;
  - Inputs other than quoted prices that are observable for the asset or liability;
  - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

- Level 3    Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020 and 2019.

*Mutual funds:* Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

*Commingled funds:* Valued at the NAV of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

The categorization of an investment within the fair value hierarchy is based upon the pricing transparency of the investment and does not necessarily correspond to Plan management's perceived risk of that investment.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair value. While Plan management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2020 and 2019:

|                                          | <i>Assets at Fair Value as of December 31, 2020</i> |                |                |                       |
|------------------------------------------|-----------------------------------------------------|----------------|----------------|-----------------------|
|                                          | <i>Level 1</i>                                      | <i>Level 2</i> | <i>Level 3</i> | <i>Total</i>          |
| Mutual funds                             | \$ 203,786,294                                      | \$ -           | \$ -           | \$ 203,786,294        |
| Self-managed account                     | 4,400,723                                           | -              | -              | 4,400,723             |
| Total assets in the fair value hierarchy | <u>\$ 208,187,017</u>                               | <u>\$ -</u>    | <u>\$ -</u>    | 208,187,017           |
| Investments measured at net asset value  |                                                     |                |                | <u>258,477,941</u>    |
| Investments at fair value                |                                                     |                |                | <u>\$ 466,664,958</u> |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

|                                          | <i>Assets at Fair Value as of December 31, 2019</i> |                |                |                       |
|------------------------------------------|-----------------------------------------------------|----------------|----------------|-----------------------|
|                                          | <i>Level 1</i>                                      | <i>Level 2</i> | <i>Level 3</i> | <i>Total</i>          |
| Mutual funds                             | \$ 176,371,777                                      | \$ -           | \$ -           | \$ 176,371,777        |
| Self-managed account                     | 3,067,750                                           | -              | -              | 3,067,750             |
| Total assets in the fair value hierarchy | <u>\$ 179,439,527</u>                               | <u>\$ -</u>    | <u>\$ -</u>    | 179,439,527           |
| Investments measured at net asset value  |                                                     |                |                | <u>226,985,635</u>    |
| Invesments at fair value                 |                                                     |                |                | <u>\$ 406,425,162</u> |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

**Fair Value of Investments in Entities that Use NAV**

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2020 and 2019, respectively:

| <i>Investment</i>                                                          | <i>Fair Value<br/>December 31,<br/>2020</i> | <i>Fair Value<br/>December 31,<br/>2019</i> | <i>Unfunded<br/>Commitments</i> | <i>Redemption<br/>Frequency<br/>(if currently<br/>eligible)</i> | <i>Redemption<br/>Notice<br/>Period</i> |
|----------------------------------------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|-----------------------------------------------------------------|-----------------------------------------|
| Commingled funds -<br>RiverSource Stable<br>Capital Fund I                 | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>Putnam Stable<br>Value Fund                          | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>Wells Fargo Stable<br>Return Fund                    | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>New York Life<br>Insurance Company<br>Anchor Account | \$ 12,187,827                               | \$ 9,233,701                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>SSGA Target Funds                                    | \$129,035,836                               | \$115,027,910                               | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>BNY Mellon U.S.<br>Stock Index Fund                  | \$ 53,956,087                               | \$ 49,072,224                               | n/a                             | Daily                                                           | Daily                                   |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 3 – Fair Value Measurements (continued)**

| <i>Investment</i>                                        | <i>Fair Value<br/>December 31,<br/>2020</i> | <i>Fair Value<br/>December 31,<br/>2019</i> | <i>Unfunded<br/>Commitments</i> | <i>Redemption<br/>Frequency<br/>(if currently<br/>eligible)</i> | <i>Redemption<br/>Notice<br/>Period</i> |
|----------------------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|-----------------------------------------------------------------|-----------------------------------------|
| Commingled funds -<br>BNY Mellon U.S.<br>Small Cap Index | \$ 4,311,734                                | \$ 4,382,180                                | n/a                             | Daily                                                           | Daily                                   |
| Commingled funds -<br>BNY Mellon U.S.<br>Mid Cap Index   | \$ 22,422,977                               | \$ 21,568,517                               | n/a                             | Daily                                                           | Daily                                   |

**Note 4 – Investments and Information Certified by the Plan's Trustee**

Management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, plan management instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Voya Institutional Trust Company, the trustee of the Plan, as complete and accurate, except for comparing such information certified by the trustee with information included in the Plan's financial statements and supplemental schedule:

Investments held and participant loans receivable certified by the trustee:

|                              | <i>As of December 31,<br/>2020</i> | <i>2019</i>    |
|------------------------------|------------------------------------|----------------|
| Investments                  | \$ 466,664,958                     | \$ 406,425,162 |
| Participant loans receivable | 7,070,385                          | 7,861,427      |

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 4 – Investments and Information Certified by the Plan’s Trustee (continued)**

Investment income and interest on participant loans certified by the trustee:

|                                               | <i>For the Year Ended December 31,</i> |               |
|-----------------------------------------------|----------------------------------------|---------------|
|                                               | <i>2020</i>                            | <i>2019</i>   |
| Net appreciation in fair value of investments | \$ 49,574,044                          | \$ 58,839,505 |
| Interest and dividend income                  | 12,002,524                             | 12,115,823    |
| Interest on participant loans                 | 317,429                                | 354,456       |

The following presents select investments, with approximate percentage of the Plan’s net assets, as of December 31, 2020 and 2019.

|                                  | <i>December 31,</i> |     |               |     |
|----------------------------------|---------------------|-----|---------------|-----|
|                                  | <i>2020</i>         |     | <i>2019</i>   |     |
| BNY Mellon U.S. Stock Index Fund | \$ 53,956,087       | 11% | \$ 49,072,224 | 12% |
| Aberdeen Total Return Fund       | 53,840,664          | 11% | 45,709,334    | 11% |
| International Index Fund         | 37,807,828          | 8%  | 34,918,965    | 8%  |

During the years ended December 31, 2020 and 2019, the Plan’s investments (including gains and losses bought and sold, as well as held during the year), appreciated in value by \$49,574,044 and \$58,839,505, respectively.

**Note 5 – Related-Party Transactions and Party-In-Interest Transactions**

Management believes that fees paid during the year for administrative and managerial services rendered by Voya Institutional Trust Company, the trustee as defined by the Plan, and Voya Institutional Plan Services, LLC, the recordkeeper as defined by the Plan, were based on customary and reasonable rates for such services. Therefore, these transactions qualify as exempt party-in-interest transactions. Notes receivable from participants are also considered exempt party-in-interest transactions.

**Note 6 – Plan Termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100 percent vested in the company contribution portion of their account.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 7 – Income Tax Status**

The Plan obtained its latest determination letter on October 3, 2012, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believe that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**Note 8 – Risks and Uncertainties**

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

**Note 9 – Other Income – Revenue Sharing**

During 2020 and 2019, the Plan received \$378,568 and \$148,677, respectively, from Voya Institutional Trust Company to offset Plan administrative expenses.

HUNTER DOUGLAS INC.  
EMPLOYEE SAVINGS 401(k) PLAN  
NOTES to FINANCIAL STATEMENTS  
December 31, 2020 and 2019

**Note 10 – Reconciliation of Financial Statements to Form 5500**

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2020 and 2019 to Form 5500:

|                                                                | <u>2020</u>           | <u>2019</u>           |
|----------------------------------------------------------------|-----------------------|-----------------------|
| Net assets available for benefits per the financial statements | \$ 474,728,973        | \$ 419,100,734        |
| Less: Deemed distribution of participant loans                 | (94,231)              | (73,538)              |
| Less: Participant Contributions Receivable                     | (267,822)             | -                     |
| Less: Employer Contributions Receivable                        | (1,312,895)           | -                     |
| Add: Excess Contributions Payable                              | 587,087               | -                     |
| Net assets available for benefits per the Form 5500            | <u>\$ 473,641,112</u> | <u>\$ 419,027,196</u> |

The following is a reconciliation of the net increase in net assets available for benefits before transfers per the financial statements for the year ended December 31, 2020 to Form 5500:

|                                                                                                 |                      |
|-------------------------------------------------------------------------------------------------|----------------------|
| Net increase in net assets available for benefits before transfers per the financial statements | \$ 55,628,239        |
| Less: Participant Contributions Receivable                                                      | (267,822)            |
| Less: Employer Contributions Receivable                                                         | (1,312,895)          |
| Less: Deemed Loans at End of year                                                               | (94,231)             |
| Add: Deemed Loans at Beginning of year                                                          | 73,538               |
| Add: Excess Contributions Payable                                                               | 587,087              |
| Net increase in net assets available for benefits per the Form 5500                             | <u>\$ 54,613,916</u> |

**Note 11 – Subsequent Events**

The Plan has evaluated subsequent events through October 13, 2021, the date the financial statements were available to be issued.

Hunter Douglas Inc. Employee Savings 401(k) Plan  
Schedule H, Line 4i - Schedule of Assets (Held At End of Year)  
December 31, 2020

Plan sponsor's employer identification number: 13-2614416  
Plan number: 004

| (a) | (b) Identity of issue, borrower,<br>lessor, or similar party | (c) Description of investment including<br>maturity date, rate of interest, collateral,<br>par, or maturity value | (d) Cost | (e) Current Value     |
|-----|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|----------|-----------------------|
|     | BNY Mellon U.S. Stock Index Fund                             | Commingled funds                                                                                                  | **       | \$ 53,956,087         |
|     | Aberdeen Total Return Fund                                   | Mutual funds                                                                                                      | **       | 53,840,664            |
|     | International Index Fund                                     | Mutual funds                                                                                                      | **       | 37,807,828            |
| *   | Voya Large-Cap Growth Fund                                   | Mutual funds                                                                                                      | **       | 37,656,092            |
|     | JP Morgan U.S. Equity Fund                                   | Mutual funds                                                                                                      | **       | 26,969,261            |
|     | SSGA Target 2030 Fund                                        | Commingled funds                                                                                                  | **       | 24,273,520            |
|     | BNY Mellon U.S. Mid-Cap Index Fund                           | Commingled funds                                                                                                  | **       | 22,422,977            |
|     | SSGA Target 2025 Fund                                        | Commingled funds                                                                                                  | **       | 21,060,885            |
|     | SSGA Target 2035 Fund                                        | Commingled funds                                                                                                  | **       | 19,678,041            |
|     | SSGA Target 2040 Fund                                        | Commingled funds                                                                                                  | **       | 17,206,554            |
| *   | Voya Mid-Cap Opportunities Portfolio                         | Mutual funds                                                                                                      | **       | 14,406,768            |
|     | SSGA Target 2020 Fund                                        | Commingled funds                                                                                                  | **       | 13,181,303            |
|     | RiverSource Stable Capital Fund                              | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | Wells Fargo Stable Return Fund                               | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | New York Life Insurance Company Anchor Account               | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | Putnam Stable Value Fund                                     | Commingled funds                                                                                                  | **       | 12,187,827            |
|     | Columbia                                                     | Mutual funds                                                                                                      | **       | 10,365,057            |
|     | SSGA Target 2045 Fund                                        | Commingled funds                                                                                                  | **       | 10,095,087            |
|     | SSGA Target Retirement Income Fund                           | Commingled funds                                                                                                  | **       | 9,670,555             |
|     | SSGA Target 2050 Fund                                        | Commingled funds                                                                                                  | **       | 7,078,567             |
|     | MFS International Diversification Fund                       | Mutual funds                                                                                                      | **       | 6,765,724             |
|     | Invesco Diversified Dividend                                 | Mutual funds                                                                                                      | **       | 5,660,506             |
|     | SSGA Target 2055 Fund                                        | Commingled funds                                                                                                  | **       | 4,781,650             |
|     | Self-Managed Account                                         | Other                                                                                                             | **       | 4,400,723             |
|     | BNY Mellon U.S. Small-Cap Index Fund                         | Commingled funds                                                                                                  | **       | 4,311,734             |
|     | Victory Sycamore Established Value Fund                      | Mutual funds                                                                                                      | **       | 3,938,628             |
|     | Victory Integrity Small-Cap Value Fund                       | Mutual funds                                                                                                      | **       | 3,857,865             |
|     | 1st American Real Estate Fund                                | Mutual funds                                                                                                      | **       | 2,517,901             |
|     | SSGA Target 2060 Fund                                        | Commingled funds                                                                                                  | **       | 1,969,281             |
|     | SSGA Target 2065 Fund                                        | Commingled funds                                                                                                  | **       | 40,393                |
|     | Total participant-directed investments at fair value         |                                                                                                                   |          | 466,664,958           |
| *   | Participant notes receivable                                 | Interest rates, 2.04% to 8.25%,<br>various maturities                                                             | -0-      | 6,976,154             |
|     | Total                                                        |                                                                                                                   |          | <u>\$ 473,641,112</u> |

\* Party-in-interest.

\*\* Cost omitted for participant-directed investments.

See independent auditor's report.